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TWENTY-SECOND ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1988-89

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FORTY-SEVEN STATE-SUPPORTED
UNIVERSITIES REPRESENTING FIFTY STATES
AND THIRTY-FOUR UNIVERSITY SYSTEMS
REPRESENTING TWENTY-EIGHT STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1988

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twenty-second annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-eight universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in fifty states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-four university systems in twenty-eight states.

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TABLE I A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Fifty States. 1

President (Chancellor) 4

Academic Officers 5

Business Officers 9

Student Affairs Officers 15

Operations Officers 22

Public Relations/Development 26

Research Officers 30

Deans 32

Medical Deans 40

TABLE II A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Fifty States by Equal Employment Opportunity Regions:

Atlanta Region 42

Chicago Region 55

Dallas Region 67

Denver Region 77

Kansas City Region 83

New York and Boston Regions 89

Philadelphia Region 96

San Francisco Region 103

Seattle Region 110

TABLE III A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Thirty-Four University Systems in Twenty-Eight States. 115

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES

This table summarizes the data for one hundred forty-seven universities in fifty states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University
*Auburn University
Ball State University
Bowling Green State University
California State University - Los Angeles
Central Michigan University
Central Missouri State University
City University of New York Graduate School and University Center
*Clemson University
Cleveland State University
College of William and Mary
East Tennessee State University
East Texas State University
Florida Atlantic University
*Florida State University
*Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
*Indiana University - Bloomington
Indiana University of Pennsylvania
Indiana University - Purdue University at Indianapolis
*Iowa State University of Science and Technology
*Kansas State University
*Kent State University
Lamar University
*Louisiana State University and A & M College
Louisiana Tech University
Memphis State University
*Miami University
*Michigan State University
Michigan Technological University
Middle Tennessee State University
*Mississippi State University
*Montana State University
Morgan State University
New Jersey Institute of Technology
*North Carolina State University at Raleigh
*North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
*Oregon State University
Portland State University
Sam Houston State University
San Diego State University
South Dakota School of Mines and Technology
*South Dakota State University
*Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
*State University of New York - Albany
*State University of New York - Binghamton
*State University of New York - Buffalo
State University of New York - Environmental Science
*State University of New York - Stony Brook
Stephen F. Austin State University
*Temple University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

Tennessee Technological University
Texas A & I University
*Texas A & M University
*Texas Tech University
Texas Woman's University
University of Akron
*University of Alabama
*University of Alabama - Birmingham
University of Alabama - Huntsville
*University of Alaska
*University of Arizona
*University of Arkansas
*University of California
*University of California - Davis
University of California - Santa Barbara
University of California - Santa Cruz
University of Central Florida
*University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
*University of Connecticut
*University of Delaware
*University of Florida
*University of Georgia
*University of Hawaii at Manoa
*University of Houston
*University of Idaho
*University of Illinios at Chicago
*University of Illinois at Urbana-Champaign
*University of Kansas at Lawrence
*University of Kentucky
*University of Louisville
University of Lowell
*University of Maine at Orono
University of Maryland - Baltimore
University of Maryland - Baltimore County
*University of Maryland at College Park
*University of Michigan at Ann Arbor
*University of Minnesota - Twin Cities
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Rolla
University of Missouri - St. Louis
*University of Montana
*University of Nebraska - Lincoln
*University of Nebraska at Omaha
University of Nevada, Las Vegas
*University of Nevada, Reno
*University of New Hampshire
*University of New Mexico
University of New Orleans
*University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
*University of North Dakota
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma
*University of Oregon
*University of Rhode Island
University of South Alabama
*University of South Carolina, Columbia
*University of South Dakota
*University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
*University of Tennessee at Knoxville

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

University of Texas at Arlington
*University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
*University of Toledo
*University of Utah
*University of Vermont
*University of Virginia
*University of Wisconsin at Madison
*University of Wisconsin at Milwaukee
*University of Wyoming
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*West Virginia University
Western Michigan University
Wichita State University

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*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	140,000 *
2	139,320 *
3	126,225 *
4	124,700
5	120,000 *
6	117,000 *
7	115,000 *
8	115,000 *
9	115,000 *
10	115,000
11	110,000 *
12	100,000 *
13	97,049 *
14	95,000 *
15	89,892 *
16	73,000 *
Average "*"	110,892
Average All	112,012

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	157,750 *
2	157,000 *
3	154,000
4	147,000 *
5	144,450 *
6	144,000 *
7	143,000 *
8	142,500 *
9	136,148 *
10	136,148 *
11	136,148 *
12	134,000 *
13	133,156 *
14	131,000 *
15	130,750 *
16	130,000
17	130,000 *
18	127,000 *
19	127,000 *
20	127,000 *
21	126,000
22	125,939 *
23	125,000 *
24	125,000
25	124,000 *
26	123,500
27	123,500 *
28	123,227 *
29	122,000 *
30	120,200
31	120,000
32	119,772 *
33	117,550 *
34	116,735 *
35	116,600 *
36	116,237
37	115,503
38	115,000 *
39	115,000 *
40	115,000 *
41	115,000 *
42	114,400 *
43	114,000 *
44	113,004 *
45	113,000
46	113,000
47	112,000 *
48	110,500 *
49	110,000
50	110,000
51	109,100 *
52	109,000 *
53	108,500
54	108,500
55	107,500
56	106,958
57	106,000 *
58	106,000
59	105,552 *
60	105,500 *
61	105,476
62	105,189 *
63	105,000
64	105,000 *
65	104,200 *
66	104,000 *
67	103,001 *
68	103,000
69	102,570
70	101,200
71	100,000
72	100,000
73	100,000
74	99,990 *
75	99,800
76	99,567 *
77	99,500 *
78	99,225
79	98,700 *
80	98,700
81	98,063
82	98,000
83	97,500
84	97,439
85	97,398 *
86	97,002 *
87	97,000
88	96,813
89	96,000
90	95,000 *
91	95,000 *
92	94,600
93	94,150 *
94	92,550
95	92,100 *
96	92,100
97	92,100 *
98	91,603 *
99	91,100
100	90,972 *
101	90,800 *
102	90,441
103	90,000
104	90,000
105	89,900
106	89,804 *
107	86,000 *
108	85,000
109	83,555 *
110	83,220
111	82,600
112	81,432 *
113	80,600
114	80,300
115	79,275
116	78,156 *
117	76,220 *
118	75,504
119	74,778
120	74,335
121	74,335
122	74,335
123	73,250 *
124	70,000 *
125	59,160
Average "*"	112,335
Average All	106,519

Member of NASULGC

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	135,000 *
2	(125,000)*
3	(122,000)*
4	(121,560)*
5	(121,000)*
6	114,500 *
7	112,179 *
8	(111,500)*
9	110,000
10	109,747 *
11	109,000 *
12	108,200
13	108,000 *
14	(107,500)*
15	105,000 *
16	103,246 *
17	101,650 *
18	101,640 *
19	101,500 *
20	101,000
21	100,000 *
22	(97,000)*
23	96,521
24	96,500
25	(96,400)*
26	96,300
27	96,155 *
28	96,000 *
29	95,957
30	95,400 *
31	93,500
32	93,240 *
33	93,200
34	93,000 *
35	93,000
36	91,200
37	91,000 *
38	(91,000)*
39	90,815 *
40	90,732 *
41	90,550
42	90,000 *
43	(89,688)
44	89,165 *
45	89,000 *
46	88,725
47	88,462 *
48	87,900
49	87,720 *
50	87,588
51	87,500
52	87,200 *
53	87,000
54	(86,500)*
55	86,148 *
56	86,000 *
57	85,965
58	85,008 *
59	85,000
60	84,300
61	84,000 *
62	83,625 *
63	83,585
64	83,118 *
65	83,000 *
66	82,000
67	82,000 *
68	80,628 *
69	80,053
70	80,000
71	79,000 *
72	75,567 *
73	75,400
74	75,331 *
75	75,000 *
76	74,620
77	74,300
78	74,117
79	74,020 *
80	73,628
81	72,000 *
82	71,600 *
83	71,400
84	70,900
85	70,000
86	70,000
87	69,919
88	68,994
89	68,900
90	67,728
91	67,486
92	(66,354)*
93	65,000 *
94	64,700
95	64,600 *
96	64,500
97	63,900 *
98	61,435
99	61,126
100	60,000
Average "*"	92,763
Average All	87,791

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(121,560)*
2	(121,000)*
3	120,000 *
4	119,000 *
5	117,500 *
6	(115,000)
7	115,000 *
8	114,750 *
9	114,500 *
10	114,000 *
11	(111,500)*
12	111,000 *
13	110,000 *
14	(107,500)*
15	105,000 *
16	104,500
17	103,000
18	102,586 *
19	102,200 *
20	100,150 *
21	100,000 *
22	98,004 *
23	(97,000)*
24	96,500
25	(96,400)*
26	95,004
27	94,100
28	93,828 *
29	93,000 *
30	92,449 *
31	92,000
32	(91,000)*
33	90,772
34	90,392 *
35	90,250 *
36	90,100 *
37	(89,688)
38	89,250
39	87,434 *
40	(86,500)*
41	86,250
42	86,000 *
43	85,965
44	85,097
45	85,000
46	83,640
47	83,460
48	83,220 *
49	83,076 *
50	82,000
51	81,000 *
52	71,940
53	70,900
54	(66,354)*
Average "*"	100,379
Average All	96,617

Member of NASULGC

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY	
1	101,500	*
2	96,100	*
3	94,600	*
4	93,800	*
5	93,090	*
6	92,640	*
7	92,223	*
8	91,500	*
9	90,000	*
10	89,068	*
11	89,000	
12	88,275	*
13	87,000	*
14	86,000	*
15	85,900	*
16	85,490	*
17	85,000	
18	84,426	
19	84,165	*
20	83,200	*
21	82,500	*
22	81,000	*
23	80,550	*
24	80,171	*
25	79,800	
26	79,600	*
27	79,188	
28	78,850	*
29	78,498	*
30	77,741	
31	77,500	*
32	77,470	*
33	77,085	*
34	76,577	*
35	76,320	*
36	76,100	*
37	75,500	*
38	75,225	*
39	75,000	*
40	74,765	
41	74,500	*
42	74,422	*
43	74,000	*
44	74,000	*
45	73,980	*
46	73,500	*
47	73,300	*
48	73,100	*
49	73,000	*
50	73,000	*
51	72,657	*
52	71,600	
53	70,650	*
54	70,392	*
55	70,348	*
56	70,000	
57	70,000	*
58	70,000	
59	69,500	*
60	69,360	*
61	69,300	
62	69,061	*
63	69,060	*
64	68,594	
65	68,545	*
66	68,460	*
67	68,300	*
68	68,000	
69	68,000	*
70	67,663	*
71	66,700	*
72	66,521	*
73	66,500	*
74	66,420	*
75	66,204	
76	66,000	*
77	65,772	*
78	65,727	
79	65,484	
80	65,100	
81	65,000	
82	65,000	
83	65,000	*
84	64,000	
85	63,790	*
86	63,600	
87	63,500	
88	63,363	
89	63,023	
90	63,000	
91	62,995	*
92	62,760	*
93	62,714	*
94	62,700	
95	62,600	
96	62,600	
97	62,500	*
98	62,375	
99	62,242	
100	62,100	*
101	61,241	*
102	61,014	
103	61,000	
104	61,000	
105	60,000	*
106	59,000	
107	59,000	*
108	58,217	
109	58,000	
110	57,310	
111	57,200	
112	57,200	
113	57,000	
114	56,370	*
115	56,251	*
116	56,232	
117	56,115	
118	55,964	
119	55,924	
120	55,100	
121	55,068	
122	55,008	
123	54,150	
124	53,600	*
125	52,500	*
126	51,962	
127	51,462	
128	50,811	
129	50,035	
130	50,024	
131	50,000	
132	50,000	*
133	50,000	*
134	50,000	*
135	49,759	
136	47,804	
137	47,100	
138	46,750	
139	45,478	*
140	45,100	
141	40,511	
Average "*"	73,154	
Average All	68,158	

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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	89,657 *
2	81,270 *
3	76,200
4	73,600 *
5	70,113 *
6	(70,000)*
7	70,000 *
8	69,975 *
9	66,620
10	66,234 *
11	65,004 *
12	65,000 *
13	65,000 *
14	64,700 *
15	64,296 *
16	64,085 *
17	64,000
18	61,465 *
19	60,800
20	60,787 *
21	60,507 *
22	(58,448)*
23	58,000 *
24	57,700 *
25	57,000 *
26	56,600 *
27	56,052
28	55,590 *
29	55,128
30	55,000 *
31	54,522 *
32	54,000 *
33	53,738 *
34	53,530 *
35	53,500
36	51,850 *
37	(51,744)
38	51,453
39	51,000 *
40	50,400 *
41	50,300 *
42	(50,213)
43	49,800 *
44	49,220 *
45	49,150
46	48,978 *
47	48,700 *
48	48,655 *
49	48,350 *
50	48,275 *
51	48,105 *
52	47,500 *
53	47,229
54	47,200
55	47,000
56	46,972 *
57	46,635 *
58	46,500
59	46,500 *
60	46,156 *
61	46,080 *
62	45,926 *
63	45,900 *
64	44,821
65	44,700 *
66	44,520 *
67	44,251
68	44,100
69	44,001
70	43,950 *
71	43,100 *
72	42,996 *
73	42,660 *
74	42,540 *
75	42,500 *
76	42,412 *
77	42,000
78	41,895
79	41,800
80	41,500
81	40,608
82	40,300
83	40,000
84	39,945 *
85	39,899
86	39,816 *
87	39,200 *
88	39,123 *
89	38,823 *
90	38,800
91	38,520 *
92	38,000
93	37,400
94	37,200 *
95	37,116
96	36,804
97	36,550 *
98	36,430
99	36,398
100	36,010
101	36,000 *
102	35,500
103	35,333 *
104	35,300 *
105	35,000
106	35,000
107	34,400 *
108	33,920 *
109	33,862
110	33,720 *
111	32,760
112	31,820 *
113	31,500 *
114	29,556 *
115	28,000
116	27,996
117	27,500 *
118	27,060
119	26,835 *
120	24,484 *
121	22,500
Average "*"	49,911
Average All	47,295

Member of NASULGC

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	103,920 *
2	98,000 *
3	95,467 *
4	93,500 *
5	92,400 *
6	89,100 *
7	88,800 *
8	86,720 *
9	86,475 *
10	86,177 *
11	86,000 *
12	85,620 *
13	85,130 *
14	84,860 *
15	84,500 *
16	84,000 *
17	84,000 *
18	83,910 *
19	82,500
20	82,308 *
21	82,000
22	81,863 *
23	80,040 *
24	79,501 *
25	79,143 *
26	78,400 *
27	78,330 *
28	77,500 *
29	77,300 *
30	76,934
31	75,923 *
32	75,750 *
33	75,600 *
34	75,300
35	75,000 *
36	74,646 *
37	74,500
38	74,362 *
39	74,200
40	74,200 *
41	73,776 *
42	73,500 *
43	72,816 *
44	71,872 *
45	71,800 *
46	71,500 *
47	71,400 *
48	71,295 *
49	71,072
50	70,985
51	70,689
52	70,600
53	70,500 *
54	70,500 *
55	70,315 *
56	70,300
57	70,000
58	70,000 *
59	69,600 *
60	69,431 *
61	69,240 *
62	69,073 *
63	68,900 *
64	68,900 *
65	68,355 *
66	67,700 *
67	67,186 *
68	67,150
69	67,141
70	67,000
71	67,000
72	66,800 *
73	66,000 *
74	65,800 *
75	65,725 *
76	65,628
77	65,600
78	(65,376)*
79	65,355
80	65,340 *
81	65,100
82	65,000 *
83	64,882
84	64,673
85	64,512 *
86	64,100 *
87	63,467
88	63,438 *
89	63,250 *
90	63,000
91	62,858 *
92	62,550 *
93	62,500 *
94	61,600 *
95	61,500 *
96	61,284
97	61,241 *
98	60,800
99	60,700 *
100	60,410 *
101	60,000 *
102	60,000
103	59,142 *
104	59,072 *
105	59,000 *
106	58,630
107	58,400 *
108	58,200 *
109	58,042
110	58,000
111	57,528 *
112	57,400
113	57,211 *
114	56,764
115	56,750
116	56,350 *
117	56,000
118	56,000
119	56,000
120	55,974 *
121	55,440 *
122	55,100 *
123	(55,000)*
124	54,700
125	54,504
126	54,381
127	54,372
128	54,100
129	54,000 *
130	53,959
131	53,880
132	53,800 *
133	53,578 *
134	53,563
135	53,500
136	52,717
137	52,380 *
138	52,333
139	52,000 *
140	51,858
141	51,610
142	51,548
143	51,500
144	51,250 *
145	50,973
146	50,940
147	50,928
148	50,724
149	50,040 *
150	50,025
151	50,000
152	49,935
153	49,818
154	49,600 *
155	49,400 *
156	49,140
157	49,107
158	49,101
159	48,900 *
160	48,600
161	45,759
162	45,576
163	45,400 *
164	45,294
165	44,616 *
166	44,488
167	44,000
168	44,000
169	43,892
170	43,464
171	43,439
172	43,356
173	42,660 *
174	41,795
175	40,222
176	39,922
177	39,575 *
178	39,100 *
179	38,420
180	31,767
Average "*"	68,603
Average All	63,342

Member of NASULGC

TABLE I (Continued)

ACADEMIC OFFFICERS:
VICE PRESIDENT FOR
HEALTH AFFAIRS/SCIENCE

RANK	SALARY
1	185,300 *
2	185,000 *
3	182,100 *
4	158,500 *
5	130,000 *
6	109,666 *
7	79,012 *
Average "*"	147,083
Average All	147,083

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	135,000 *
2	123,500 *
3	(113,800)*
4	113,000 *
5	106,300 *
6	105,000 *
7	104,800 *
8	104,300
9	(104,300)*
10	104,000 *
11	103,300
12	(101,760)*
13	101,500 *
14	99,500
15	98,753 *
16	97,000 *
17	96,840 *
18	94,238 *
19	94,000
20	94,000 *
21	92,700 *
22	91,600 *
23	90,528 *
24	(89,950)*
25	89,700
26	89,500
27	88,600
28	88,457 *
29	88,115 *
30	88,008 *
31	88,000 *
32	88,000 *
33	87,914 *
34	87,500
35	87,250
36	87,000 *
37	86,981
38	86,200 *
39	86,032 *
40	86,000 *
41	86,000 *
42	85,458 *
43	84,898 *
44	84,500 *
45	84,405
46	84,246
47	84,200
48	84,090 *
49	84,000
50	83,800
51	83,359 *
52	(82,980)*
53	82,500 *
54	82,500
55	81,936 *
56	81,800
57	81,712 *
58	81,588 *
59	81,000
60	80,906
61	80,650
62	80,600
63	80,435
64	79,560
65	79,000
66	78,000 *
67	77,876
68	77,800 *
69	76,860 *
70	76,751
71	76,465
72	76,000
73	76,000 *
74	75,000
75	75,000
76	75,000
77	75,000 *
78	74,620
79	74,300
80	74,232
81	74,020 *
82	73,980
83	73,980 *
84	73,725 *
85	73,451 *
86	72,760
87	(72,685)*
88	72,000 *
89	71,600 *
90	71,450
91	(70,800)
92	70,000
93	70,000
94	70,000 *
95	69,919
96	69,700 *
97	(69,680)*
98	69,513
99	69,000 *
100	67,486
101	67,228
102	66,144
103	65,600
104	65,500 *
105	64,605
106	64,050
107	61,975 *
108	61,820
109	61,524
110	61,000
111	56,657
112	56,288 *
113	54,000 *
114	44,000
Average "*"	86,273
Average All	81,966

Member of NASULGC

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	100,500 *
2	87,700 *
3	83,160 *
4	80,000 *
5	79,500 *
6	78,900 *
7	76,500 *
8	76,000 *
9	75,800 *
10	75,700 *
11	73,645 *
12	72,422 *
13	71,307 *
14	70,625 *
15	70,200 *
16	70,153 *
17	70,080 *
18	(70,000)*
19	69,600
20	69,218 *
21	69,000 *
22	68,970
23	68,964
24	68,600
25	68,300 *
26	67,568
27	66,700
28	66,520 *
29	66,500 *
30	66,415
31	66,000 *
32	66,000 *
33	65,900
34	65,400
35	65,396 *
36	(64,650)*
37	64,500 *
38	64,500 *
39	64,400
40	63,500 *
41	63,000
42	63,000 *
43	62,500 *
44	62,460 *
45	61,657 *
46	61,500 *
47	61,342 *
48	61,000 *
49	60,800
50	60,700 *
51	60,485 *
52	60,375 *
53	60,200
54	60,000
55	60,000 *
56	59,000
57	58,850 *
53	58,644 *
59	58,490 *
60	58,088 *
61	57,800 *
62	57,750
63	57,000
64	56,800 *
65	56,272 *
66	56,000
67	55,314
68	55,297
69	55,085
70	55,000
71	55,000
72	54,652
73	53,561
74	53,490 *
75	53,181 *
76	53,106 *
77	53,100
78	52,595 *
79	52,394 *
80	52,000
81	51,576
82	51,500 *
83	51,100
84	51,000 *
85	50,880
86	50,520 *
87	50,400 *
88	50,022 *
89	50,000
90	50,000
91	49,920 *
92	49,580
93	49,500 *
94	48,676
95	48,300
96	48,255
97	48,240
98	48,030
99	47,280 *
100	47,200
101	47,000
102	46,746
103	46,100
104	46,030
105	44,295
106	44,193
107	44,000
108	43,600
109	42,400 *
110	42,200
111	40,247
112	39,520 *
113	39,105 *
114	37,270 *
115	37,068 *
116	29,000
Average "*"	62,371
Average All	58,768

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK	SALARY
1	92,000 *
2	(91,100)*
3	76,000 *
4	73,734
5	(70,000)*
6	69,840
7	69,600 *
8	66,700
9	60,960 *
10	60,000 *
11	58,000 *
12	57,800 *
13	57,450 *
14	55,940 *
15	54,718 *
16	51,996 *
17	51,750 *
18	51,548 *
19	50,700 *
20	49,380 *
21	49,040 *
22	48,500
23	48,500 *
24	48,000
25	47,160 *
26	46,233
27	46,000
28	44,280 *
29	44,200 *
30	43,252 *
31	42,800
32	42,000 *
33	41,388 *
34	40,800 *
35	40,600 *
36	40,355
37	39,464
38	39,459 *
39	39,420 *
40	38,343
41	38,236 *
42	38,208 *
43	38,085
44	37,464
45	37,274
46	37,238
47	36,295 *
48	35,951 *
49	35,800 *
50	35,650 *
51	35,304
52	35,237
53	35,000
54	34,000
55	33,000 *

(Continued)

Member of NASULGC

TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
56	32,649 *
57	32,160
58	32,000
59	31,750 *
60	31,709
61	30,966
62	30,500 *
63	30,414
64	29,700
65	25,524
66	25,100
67	23,868

Average "*" 49,412

Average All 45,345

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(91,100)*
2	76,704
3	75,600 *
4	74,765
5	74,200 *
6	73,983
7	(70,882)*
8	69,335
9	67,387 *
10	67,300 *
11	67,100
12	66,950 *
13	66,857 *
14	(64,650)*
15	62,730 *
16	61,947 *
17	60,660 *
18	60,000
19	59,232 *
20	57,372
21	55,000 *
22	54,716
23	54,700 *
24	54,000
25	53,340 *
26	50,541
27	50,000
28	48,500 *
29	48,141
30	47,528
31	47,400 *
32	46,980 *
33	44,800 *
34	44,732
35	42,597
36	40,514
37	39,866
38	39,864
39	39,421
40	36,030 *
41	34,900 *
42	34,792 *
43	32,640
44	31,137 *
45	30,188
46	30,057 *
47	26,535 *

Average "*" 55,141

Average All 53,780

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	67,146 *
2	65,734 *
3	65,490 *
4	65,000
5	64,500 *
6	63,000 *
7	62,300 *
8	62,109 *
9	61,213 *
10	60,962 *
11	60,500 *
12	59,000 *
13	58,600 *
14	57,158 *
15	56,260 *
16	56,150 *
17	55,718 *
18	55,484 *
19	55,126 *
20	54,925
21	54,696
22	54,600
23	54,000
24	53,700 *
25	53,647 *
26	52,890 *
27	52,800
28	52,500 *
29	52,000 *
30	51,500 *
31	51,350 *
32	51,250 *
33	50,844 *
34	50,694
35	50,520 *
36	50,520 *
37	50,400 *
38	50,000
39	49,901 *
40	49,500 *
41	49,400
42	49,300
43	48,778
44	48,600 *
45	48,500 *
46	48,500 *
47	47,071 *
48	47,000 *
49	46,550 *
50	46,543
51	46,320
52	46,179
53	46,092
54	46,000 *
55	46,000
56	45,890 *
57	45,660 *
58	45,456 *
59	45,300 *
60	45,000 *
61	44,676
62	44,674 *
63	44,600 *
64	44,500 *
65	44,201 *
66	44,000
67	43,970 *
68	43,500
69	43,440 *
70	43,280 *
71	43,272
72	43,200 *
73	43,000
74	42,808 *
75	42,729 *
76	42,600
77	42,446 *
78	42,160
79	41,800 *
80	41,700 *
81	41,600 *
82	41,559
83	41,400
84	41,397
85	41,000
86	40,991 *
87	40,853
88	40,500
89	40,466
90	40,320
91	40,240
92	40,200 *
93	39,053
94	38,916
95	38,895
96	38,712 *
97	38,350 *
98	38,160 *
99	37,689

(Continued)

Member of NASULGC

TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
100	37,508 *
101	37,500 *
102	37,500
103	36,771
104	36,345
105	36,104 *
106	35,959 *
107	35,712 *
108	35,700
109	35,560 *
110	35,357
111	35,069 *
112	35,016 *
113	34,882
114	34,503
115	34,019
116	33,720
117	33,644
118	33,400
119	33,096 *
120	32,950
121	32,388
122	32,000
123	31,550 *
124	29,900 *
125	29,100
126	28,760
127	27,146
128	26,577
129	26,340 *
130	26,000 *
131	23,665
Average "*"	47,410
Average All	44,751

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	77,326 *
2	73,486 *
3	70,000 *
4	68,500
5	68,000 *
6	67,750 *
7	67,000 *
8	66,500 *
9	63,700 *
10	63,591
11	63,000 *
12	(62,500)*
13	61,700 *
14	59,300
15	59,197 *
16	59,100 *
17	57,200 *
18	56,173 *
19	56,084 *
20	55,231
21	55,224 *
22	55,200
23	55,000
24	55,000 *
25	54,397 *
26	54,380 *
27	54,228
28	53,600 *
29	53,255 *
30	53,000 *
31	52,860 *
32	51,800 *
33	51,175 *
34	51,000 *
35	49,441 *
36	49,304
37	48,900
38	47,976 *
39	47,458 *
40	46,100 *
41	46,000
42	45,864 *
43	45,804
44	45,600
45	45,372 *
46	45,300 *
47	45,100 *
48	45,000
49	44,552
50	44,360
51	44,000
52	44,000 *
53	44,000 *
54	43,950 *
55	43,772 *
56	43,675
57	43,600
58	43,532 *
59	43,500 *
60	43,140 *
61	43,100
62	43,050 *
63	43,000
64	42,750 *
65	42,700 *
66	42,513 *
67	42,500
68	42,378
69	42,100 *
70	42,050 *
71	42,000 *
72	41,575 *
73	41,500 *
74	41,500 *
75	41,300
76	40,908
77	40,272
78	39,999
79	39,648 *
80	39,000
81	38,916
82	38,393 *
83	38,325
84	37,050
85	36,552 *
86	36,500
87	36,010 *
88	36,000
89	35,712 *
90	35,712
91	35,092
92	35,076 *
93	35,000
94	32,448
95	32,215
96	32,000 *
97	31,500
98	31,262
99	30,500
100	29,420 *
101	28,140
102	26,832 *
103	26,000
104	21,600 *
Average "*"	49,127
Average All	46,489

Member of NASULGC

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	90,000 *
2	85,900
3	85,000 *
4	79,225 *
5	77,800 *
6	76,783 *
7	76,300 *
8	75,115 *
9	75,000
10	74,200 *
11	72,732 *
12	71,500 *
13	70,600
14	69,660 *
15	69,011 *
16	69,000
17	69,000 *
18	67,236
19	67,200 *
20	66,462 *
21	66,415
22	65,467 *
23	64,826 *
24	64,512
25	61,800 *
26	61,500
27	61,050 *
28	60,960 *
29	60,680 *
30	59,560 *
31	59,232 *
32	58,212 *
33	58,000 *
34	57,866 *
35	57,708 *
36	57,450
37	57,324 *
38	57,000 *
39	56,724 *
40	56,320 *
41	56,150 *
42	56,000 *
43	56,000 *
44	56,000
45	55,900
46	55,450
47	55,321
48	54,689
49	54,639 *
50	54,498 *
51	54,344 *
52	54,168
53	54,000 *
54	53,316
55	53,280 *
56	53,200 *
57	52,951 *
58	52,799 *
59	52,704
60	52,600 *
61	52,440 *
62	52,250 *
63	52,200 *
64	52,100
65	51,600 *
66	51,000
67	50,918
68	50,676
69	50,010
70	50,000
71	50,000 *
72	50,000
73	49,092
74	49,074 *
75	48,573 *
76	48,500
77	48,480 *
78	47,160 *
79	46,800
80	46,559 *
81	46,452 *
82	46,374 *
83	45,632
84	45,500 *
85	45,000
86	44,221
87	(44,000)
88	43,800 *
89	43,000
90	42,900
91	41,600 *
92	41,400 *
93	41,208
94	41,000
95	40,920
96	40,800
97	40,434 *
98	40,184 *
99	40,000
100	39,800
101	39,018
102	38,750
103	36,156
104	36,000 *
105	35,300 *
106	34,771
107	34,350 *
108	33,700 *
109	32,847
110	32,061 *
111	31,503
112	22,750
Average "*"	56,647
Average All	53,904

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	70,920 *
2	60,000 *
3	58,490 *
4	56,875 *
5	53,647 *
6	52,000 *
7	51,000 *
8	50,685 *
9	50,661 *
10	50,125 *
11	(50,000)
12	49,300
13	48,500
14	48,204 *
15	48,100 *
16	48,097 *
17	47,760 *
18	(47,340)
19	46,560 *
20	46,403
21	46,172 *
22	46,144 *
23	45,600 *
24	45,516
25	45,040 *
26	44,017 *
27	44,000 *
28	(44,000)
29	43,755 *
30	43,032
31	42,751
32	41,616 *
33	41,576 *
34	41,098
35	40,900 *
36	40,550 *
37	40,500 *
38	39,840 *
39	39,755
40	39,660 *
41	39,500
42	39,300 *
43	38,675 *
44	38,593 *
45	38,400 *
46	37,800 *
47	37,665
48	37,382
49	37,050 *
50	37,010
51	36,358
52	36,064 *
53	36,000 *
54	35,547
55	35,368 *

(Continued)

Member of NASULGC

TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
56	34,704 *
57	34,350 *
58	34,300
59	34,000
60	33,800 *
61	33,120
62	32,800 *
63	32,657
64	32,220
65	32,000 *
66	31,900
67	31,874 *
68	31,700
69	31,606
70	31,591 *
71	30,852 *
72	30,852
73	30,500 *
74	30,240
75	30,210
76	30,029
77	29,916
78	29,468 *
79	29,364 *
80	29,240
81	28,560
82	28,523
83	28,352
84	28,059
85	27,648 *
86	27,298
87	27,085
88	26,500 *
89	25,903 *
90	25,850 *
91	25,713 *
92	25,452
93	25,368 *
94	24,684
95	24,500 *
96	24,492
97	23,398
98	23,350
99	23,000
100	22,418
Average "*"	40,402
Average All	37,603

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	97,680 *
2	96,800 *
3	94,500 *
4	90,500 *
5	83,000
6	81,800 *
7	78,500 *
8	75,900
9	74,000 *
10	72,400 *
11	72,360 *
12	72,000
13	71,808 *
14	71,173 *
15	(70,000)*
16	70,000 *
17	69,840
18	69,500 *
19	69,463 *
20	69,091 *
21	66,629 *
22	66,500
23	66,100 *
24	66,000
25	65,119 *
26	64,650 *
27	64,000 *
28	63,989 *
29	63,450 *
30	63,300 *
31	63,274 *
32	63,000 *
33	63,000 *
34	62,500 *
35	62,400
36	61,100 *
37	61,000 *
38	60,500 *
39	60,009 *
40	60,000
41	59,150 *
42	59,100 *
43	59,000 *
44	58,800 *
45	58,795
46	58,716
47	58,700
48	(58,448)*
49	58,350
50	58,325 *
51	57,952 *
52	57,918 *
53	57,000
54	57,000 *
55	56,880
56	56,300 *
57	56,022 *
58	56,000 *
59	55,500 *
60	55,000
61	54,986 *
62	54,600
63	54,600
64	54,500
65	54,451
66	54,075
67	53,783 *
68	53,761 *
69	53,384
70	53,004
71	53,004 *
72	52,600 *
73	52,500 *
74	52,328
75	52,212 *
76	51,900
77	50,700
78	(50,213)
79	(50,000)
80	49,750
81	49,296 *
82	49,200 *
83	49,020 *
84	48,960
85	48,886 *
86	48,750 *
87	48,600
88	48,363 *
89	48,216 *
90	48,000
91	48,000
92	48,000
93	47,858 *
94	47,785 *
95	47,637 *
96	47,500 *
97	47,380 *
98	(47,340)
99	47,000
100	46,720 *
101	46,650
102	46,500 *
103	46,116 *
104	46,000 *
105	45,820
106	45,622
107	45,500 *
108	45,121 *
109	45,040
110	45,000
111	44,821
112	44,540
113	44,259
114	44,000
115	44,000
116	43,100
117	42,384
118	41,790
119	41,388
120	40,700 *

(Continued)

Member of NASULGC

TABLE I (Continued)

(Continued)

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
121	40,635
122	40,260 *
123	40,200
124	40,078
125	40,016 *
126	38,102
127	36,993
128	36,000 *
129	35,100 *
130	34,657
131	34,029
132	34,000 *
133	32,000 *
134	28,776
135	28,682
136	24,376
Average "*"	58,409
Average All	54,713

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	110,100 *
2	99,500
3	96,000 *
4	95,520 *
5	95,500 *
6	91,000 *
7	90,000 *
8	90,000 *
9	89,640 *
10	89,499 *
11	89,256
12	89,000 *
13	89,000 *
14	(88,008)*
15	88,000 *
16	(87,880)*
17	87,000 *
18	87,000 *
19	86,900
20	86,670 *
21	86,400 *
22	86,100 *
23	85,800 *
24	85,500
25	85,357 *
26	85,000 *
27	85,000 *
28	84,123 *
29	83,700 *
30	83,200 *
31	82,921 *
32	82,450
33	82,400 *
34	82,150 *
35	82,029 *
36	82,000 *
37	81,700 *
38	81,600 *
39	81,554 *
40	81,420 *
41	81,200
42	81,096 *
43	81,090
44	81,046 *
45	81,000
46	80,360 *
47	80,000
48	80,000
49	79,400 *
50	79,000
51	78,996 *
52	78,600
53	78,000 *
54	78,000
55	76,500 *
56	(76,380)
57	75,899 *
58	75,765 *
53	75,040 *
60	75,000
61	74,788 *
62	74,650
63	74,634
64	74,000 *
65	73,048 *
66	72,975 *
67	72,760 *
68	72,000
69	71,900 *
70	71,700 *
71	71,478 *
72	71,448
73	71,400 *
74	71,000
75	71,000 *
76	70,000 *
77	69,800 *
78	69,660 *
79	68,693 *
80	68,500
81	68,500
82	68,031
83	68,000
84	67,747
85	67,691
86	67,265
87	67,000
88	67,000
89	67,000
90	66,944
91	66,525
92	65,185
93	65,062 *
94	64,800 *
95	64,716
96	64,699
97	64,422
98	64,228 *
99	64,155
100	64,000
101	64,000 *
102	63,700
103	63,560
104	63,000 *
105	62,130
106	62,000 *
107	61,920 *
108	60,900
109	60,756 *
110	60,600 *
111	60,500
112	60,500 *
113	60,000 *
114	57,120 *
115	57,054
116	56,000
117	51,500
118	45,000
119	44,000
Average "*"	78,614
Average All	75,134

Member of NASULGC

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	(87,880)*
2	79,264
3	76,405
4	(76,380)
5	76,300 *
6	75,554
7	75,000 *
8	74,719
9	73,200
10	72,700
11	72,000 *
12	70,000 *
13	69,400 *
14	68,480 *
15	67,000 *
16	66,254
17	66,149 *
18	66,030 *
19	66,000
20	65,000 *
21	65,000 *
22	64,800 *
23	64,417
24	64,260 *
25	64,000 *
26	63,445 *
27	63,000
28	62,550 *
29	61,050 *
30	60,184
31	60,000 *
32	59,400 *
33	59,278 *
34	59,000 *
35	59,000 *
36	58,650 *
37	58,580 *
38	57,055 *
39	57,000 *
40	56,800
41	56,118
42	55,570
43	55,385 *
44	55,300 *
45	55,113 *
46	55,108 *
47	55,020 *
48	55,008
49	55,000
50	55,000
51	54,238
52	53,906 *
53	53,800 *
54	52,300 *
55	51,430
56	51,000
57	51,000
58	50,400
59	50,100 *
60	49,080 *
61	48,989 *
62	48,302
63	47,940 *
64	47,648 *
65	47,293 *
66	46,884 *
67	46,725
68	46,500
69	45,676
70	45,500 *
71	45,036
72	44,650 *
73	44,500 *
74	44,473
75	44,040
76	44,038 *
77	43,284 *
78	42,768 *
79	42,680 *
80	42,412
81	42,000
82	41,000
83	40,786
84	40,000
85	39,011 *
86	35,938
Average "*"	57,532
Average All	56,734

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	98,200 *
2	82,600 *
3	73,000 *
4	69,800 *
5	67,250 *
6	65,592 *
7	64,064 *
8	60,413 *
9	57,108 *
10	55,870
11	53,937 *
12	53,581
13	51,631 *
14	51,300 *
15	51,100 *
16	50,850 *
17	50,806
18	50,352
19	49,319
20	48,723 *
21	48,620 *
22	47,915
23	47,520 *
24	46,970 *
25	46,721 *
26	46,184 *
27	46,030 *
28	45,240 *
29	45,209
30	45,084
31	44,500
32	44,436
33	44,000 *
34	43,711 *
35	43,122 *
36	42,500 *
37	40,000 *
38	39,638 *
39	39,626
40	39,600 *
41	38,807
42	38,002 *
43	38,000 *
44	37,862 *
45	36,991 *
46	36,500
47	35,716 *
48	35,529 *
49	35,117
50	34,300 *
51	34,000 *
52	33,290 *
53	33,024 *
54	32,989 *
55	32,900
56	32,484 *
57	32,377 *
58	31,983
59	31,535 *
60	30,186
61	30,157
62	30,000 *
63	27,648 *
64	26,508 *
65	26,076 *
66	25,375
67	24,860
68	21,118
69	19,663 *
Average "*"	45,446
Average All	43,697

Member of NASULGC

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	80,265 *
2	(75,480)*
3	73,000 *
4	72,500 *
5	(69,310)*
6	69,177
7	68,682 *
8	68,385 *
9	67,700
10	67,000
11	66,500 *
12	66,378 *
13	(66,300)*
14	66,000 *
15	65,880
16	65,672
17	(65,291)*
18	65,004 *
19	64,447 *
20	64,200
21	64,000 *
22	63,700 *
23	63,048
24	63,000 *
25	62,870 *
26	(62,000)*
27	62,000 *
28	61,600 *
29	61,404 *
30	(61,116)*
31	60,410 *
32	60,375 *
33	60,372
34	60,360 *
35	60,000 *
36	59,700
37	58,902 *
38	58,782 *
39	58,411 *
40	58,404 *
41	58,382 *
42	58,145
43	58,000 *
44	(57,996)*
45	57,750
46	57,744
47	57,300
48	(57,000)
49	56,850 *
50	56,747 *
51	56,500 *
52	56,239
53	56,119 *
54	56,000 *
55	(55,946)*
56	55,776 *
57	55,650
58	55,500 *
59	(55,311)
60	54,200 *
61	53,813
62	53,388
63	53,315
64	53,266 *
65	52,500 *
66	52,400 *
67	51,800 *
68	(51,198)*
69	50,202 *
70	(50,076)
71	50,030 *
72	50,000
73	(50,000)
74	50,000 *
75	50,000 *
76	49,725
77	49,647 *
78	49,396 *
79	49,350 *
80	49,258 *
81	49,104
82	(49,100)
83	48,873 *
84	48,620
85	48,348 *
86	48,000
87	47,700 *
88	47,547
89	47,520
90	47,423
91	47,229
92	47,138 *
93	47,000
94	46,680
95	46,464
96	46,300
97	46,176 *
98	46,085 *
99	(46,005)*
100	46,000
101	45,434
102	45,000
103	44,050 *
104	43,700 *
105	43,681
106	(43,000)
107	43,000 *
108	42,039 *
109	41,934 *
110	41,500
111	40,992
112	40,740 *
113	40,023
114	40,000 *
115	40,000 *
116	39,966 *
117	39,672
118	39,500 *
119	39,312
120	38,500
121	36,876 *
122	36,696 *
123	35,900
124	35,789
125	34,980 *
126	34,804
127	33,549
128	33,533 *
129	33,004
130	32,380 *
131	31,880
132	30,606 *
133	30,000
134	30,000 *
135	28,952 *
136	27,000
137	25,223
Average "*"	53,719
Average All	51,611

Member of NASULGC

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(75,480)*
2	75,050 *
3	73,868 *
4	73,011
5	71,950 *
6	71,900 *
7	(69,310)*
8	67,976
9	67,289 *
10	(65,291)*
11	64,020 *
12	63,668 *
13	63,000 *
14	62,485
15	62,100 *
16	(62,000)*
17	61,835 *
18	(61,116)*
19	60,350 *
20	60,156 *
21	60,000 *
22	60,000 *
23	59,700 *
24	59,371 *
25	59,042
26	58,832 *
27	58,810 *
28	58,700
29	58,011 *
30	(57,996)*
31	57,900
32	57,800
33	57,800 *
34	57,709 *
35	57,492
36	(57,000)
37	56,966 *
38	56,492 *
39	56,321 *
40	(55,946)*
41	55,776 *
42	55,231 *
43	54,001 *
44	53,750
45	53,517
46	53,400
47	53,230
48	53,116 *
49	52,646 *
50	52,308 *
51	52,150 *
52	52,080 *
53	52,000 *
54	52,000 *
55	51,327 *
56	(51,198)*
57	50,938 *
58	50,649 *
59	50,274
60	(50,076)
61	50,000 *
62	50,000 *
63	49,820
64	49,692 *
65	49,440 *
66	49,305
67	49,238 *
68	(49,100)
69	49,097 *
70	48,960
71	48,654
72	48,387
73	48,300 *
74	48,274 *
75	48,049
76	48,023 *
77	48,000
78	48,000
79	48,000 *
80	47,500 *
81	47,332
82	47,000 *
83	47,000
84	47,000
85	46,700
86	46,605
87	46,524
88	46,523 *
89	46,296
90	46,206
91	(46,005)*
92	45,975
93	45,906
94	45,700 *
95	45,672 *
96	45,573 *
97	45,471
98	45,275 *
99	45,218 *
100	45,200 *
101	44,860
102	44,700 *
103	44,348 *
104	44,264
105	44,220
106	44,100 *
107	43,956
108	43,100
109	42,923
110	42,500 *
111	42,360 *
112	41,516
113	41,300 *
114	41,000 *
115	40,104
116	40,000
117	40,000
118	40,000
119	39,626 *
120	39,200 *
121	38,855
122	38,787 *
123	38,640 *
124	38,488 *
125	37,350 *
126	37,140 *
127	36,400
128	36,024 *
129	35,421
130	34,860
131	34,000
132	33,857
133	33,435
134	32,645
135	32,451
136	32,350 *
137	30,096 *
Average "*"	52,384
Average All	50,272

Member of NASULGC

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	
1	74,765	
2	71,775	*
3	67,792	*
4	67,443	
5	(66,300)	*
6	65,720	*
7	64,500	*
8	63,389	*
9	62,130	
10	61,900	*
11	60,800	
12	60,500	*
13	60,163	*
14	59,800	*
15	59,000	*
16	58,586	*
17	58,439	*
18	58,011	*
19	57,400	*
20	57,108	*
21	57,100	*
22	56,750	*
23	56,410	
24	56,022	
25	56,000	*
26	55,776	*
27	54,498	*
28	54,063	*
29	54,000	*
30	54,000	
31	53,900	*
32	53,616	
33	53,400	*
34	52,200	*
35	52,000	*
36	51,972	*
37	51,786	
38	51,612	*
39	51,500	*
40	51,404	
41	51,373	*
42	51,000	*
43	50,400	
44	50,004	*
45	50,000	
46	50,000	
47	50,000	*
48	50,000	*
49	49,759	
50	49,305	
51	49,290	*
52	48,946	*
53	48,760	*
54	48,700	*
55	48,468	
56	48,440	*
57	48,400	
58	48,300	*
59	48,150	*
60	48,000	*
61	48,000	*
62	47,837	
63	47,532	
64	47,500	
65	47,425	
66	47,400	
67	47,244	
68	47,182	*
69	46,884	*
70	46,378	*
71	46,000	
72	45,218	*
73	45,010	*
74	44,552	
75	44,254	*
76	44,070	
77	44,004	
78	44,000	*
79	44,000	*
80	44,000	*
81	43,586	
82	43,404	*
83	43,347	*
84	43,202	*
85	43,200	*
86	43,196	*
87	(43,000)	
88	43,000	*
89	42,950	*
90	42,264	*
91	42,700	
92	42,053	*
93	42,048	
94	42,000	
95	42,000	
96	41,935	
97	41,700	*
98	41,308	*
99	41,000	*
100	40,823	
101	40,680	*
102	40,580	*
103	40,200	
104	40,048	
105	40,000	*
106	39,696	
107	39,600	*
108	39,600	
109	39,259	
110	39,200	*
111	39,117	
112	39,072	*
113	38,850	*
114	38,830	
115	38,589	*
116	38,500	*
117	38,441	
118	38,030	*
119	37,750	*
120	37,730	
121	37,200	*
122	37,037	
123	37,000	*
124	36,598	
125	36,500	
126	36,470	*
127	36,175	
128	36,150	
129	35,902	*
130	35,748	
131	35,712	
132	35,681	
133	35,156	
134	34,382	
135	34,190	
136	32,798	
137	32,209	
138	31,500	
139	30,653	
140	30,000	*
141	29,813	*
142	27,740	
143	26,917	
144	26,800	
Average "*"	48,645	
Average All	46,386	

Member of NASULGC

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	85,500 *
2	78,938 *
3	76,600 *
4	73,360 *
5	73,000 *
6	72,000
7	71,400 *
8	70,193 *
9	67,575 *
10	66,500 *
11	65,050 *
12	64,363
13	62,171 *
14	61,000 *
15	60,850 *
16	59,882
17	59,750 *
18	58,795
19	58,320
20	58,289 *
21	58,188 *
22	58,000
23	57,900 *
24	57,800
25	57,500 *
26	57,475
27	57,258
28	57,216
29	57,204
30	57,000 *
31	56,700 *
32	56,100 *
33	54,500
34	54,121
35	53,611 *
36	52,536 *
37	52,500 *
38	52,341 *
39	52,162 *
40	52,100 *
41	52,100 *
42	51,734 *
43	51,576 *
44	51,500 *
45	51,329 *
46	51,240 *
47	51,194 *
48	51,140 *
49	50,897 *
50	50,120 *
51	50,000
52	49,400 *
53	48,900 *
54	48,826 *
55	(48,500)*
56	48,500
57	48,456 *
58	48,440 *
59	48,301 *
60	47,700 *
61	46,960
62	46,944 *
63	46,908 *
64	46,535 *
65	46,523 *
66	46,400 *
67	45,860 *
68	45,000 *
69	45,000 *
70	44,910 *
71	44,362 *
72	44,300
73	44,200
74	43,744 *
75	43,734 *
76	43,500
77	42,900 *
78	42,900 *
79	42,483
80	42,280 *
81	42,261 *
82	42,000
83	41,536
84	41,112 *
85	41,055 *
86	40,992
87	40,776 *
88	40,280
89	39,795
90	39,755
91	39,347 *
92	39,316
93	38,955 *
94	38,626 *
95	38,016
96	37,626
97	37,450
98	37,136
99	37,000
100	37,000
101	36,826 *
102	36,762 *
103	36,744
104	36,429
105	35,959 *
106	35,750 *
107	35,467 *
108	35,000 *
109	35,000
110	34,563 *
111	34,500 *
112	34,138 *
113	33,948
114	33,390 *
115	32,832 *
116	32,640
117	32,206
118	32,190
119	32,136
120	31,974
121	31,463
122	30,797
123	30,749
124	30,600 *
125	30,295
126	30,106
127	30,000
128	30,000
129	29,016
130	29,000
131	28,453
132	26,000
133	18,238
Average "*"	50,153
Average All	46,648

Member of NASULGC

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	113,490 *
2	112,522 *
3	101,000 *
4	100,672 *
5	99,674
6	98,479 *
7	97,737 *
8	94,500 *
9	93,355 *
10	91,592 *
11	91,453 *
12	90,577 *
13	89,231
14	89,031 *
15	88,740 *
16	87,967 *
17	87,900 *
18	86,600 *
19	86,200 *
20	85,908 *
21	85,170 *
22	85,000 *
23	84,775
24	84,756 *
25	84,000
26	83,995 *
27	83,520 *
28	83,408 *
29	82,594 *
30	80,079 *
31	80,000 *
32	79,040 *
33	77,760 *
34	76,925 *
35	76,000
36	75,834
37	75,500 *
38	74,754
39	74,686
40	74,160
41	74,004 *
42	73,800 *
43	73,253 *
44	73,116 *
45	72,800 *
46	72,705 *
47	72,480 *
48	71,874 *
49	71,750
50	71,675 *
51	71,456 *
52	71,256 *
53	70,836 *
54	70,700 *
55	70,350 *
56	70,000 *
57	69,200 *
58	69,185 *
59	68,600 *
60	67,789
61	67,000 *
62	66,434 *
63	65,959 *
64	65,647 *
65	65,556
66	65,254
67	65,100
68	64,418
69	64,061 *
70	63,934
71	63,605 *
72	63,070
73	63,017 *
74	62,700 *
75	62,500 *
76	62,281
77	62,240 *
78	62,200 *
79	61,578 *
80	60,660 *
81	60,300
82	60,245 *
83	59,700 *
84	59,400
85	59,099 *
86	58,916
87	57,852 *
88	56,700 *
89	56,695
90	56,200
91	56,056 *
92	55,788
93	55,697 *
94	55,300 *
95	54,810 *
96	53,772
97	52,773 *
98	52,350
99	50,677 *
100	48,979
101	48,540
102	48,346 *
103	48,000
104	47,970 *
105	45,000
106	44,500 *
107	41,657
108	40,000 *
109	39,590
110	37,068
111	36,950 *
112	35,332
113	33,288
114	32,839
115	32,566 *
116	30,960
117	30,524
118	29,014
119	28,496
120	27,036
Average "*"	72,653
Average All	67,263

Member of NASULGC

TABLE I (Continued)

OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(125,000)*
2	122,600 *
3	(122,000)*
4	119,000 *
5	(115,000)
6	98,428 *
7	96,900 *
8	95,200 *
9	93,450 *
10	92,329 *
11	88,500
12	87,500
13	85,859 *
14	85,642 *
15	85,458 *
16	(80,000)*
17	78,488
18	69,000 *
19	51,398
Average "*"	97,919
Average All	94,303

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(113,800)*
2	105,000 *
3	102,000 *
4	100,000
5	100,000
6	97,000 *
7	96,867 *
8	95,600 *
9	93,312
10	92,300 *
11	90,000 *
12	90,000 *
13	(89,950)*
14	89,297 *
15	89,100 *
16	89,000 *
17	87,000 *
18	84,900 *
19	84,800 *
20	84,555 *
21	84,246
22	84,000 *
23	83,370 *
24	83,359 *
25	83,000
26	81,800
27	81,648 *
28	81,000
29	(80,000)*
30	79,420
31	78,750 *
32	78,000 *
33	76,380
34	75,993 *
35	75,355
36	74,900
37	74,381 *
38	(72,685)*
39	71,449 *
40	(70,800)
41	70,500
42	70,000
43	69,919
44	(69,680)*
45	69,213
46	68,383 *
47	67,265
48	67,000
49	64,500
50	61,422
51	60,600 *
52	60,000 *
53	54,000 *
Average "*"	83,560
Average All	81,085

OPERATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	(101,760)*
2	96,840 *
3	96,000 *
4	95,000 *
5	92,000 *
6	91,000 *
7	88,837 *
8	(82,000)*
9	81,657
10	81,000 *
11	78,000 *
12	77,173
13	75,000 *
14	75,000
15	73,164 *
16	(72,685)*
17	71,448
18	69,224
19	66,912
20	66,581 *
21	60,585 *
22	58,695
23	55,400 *
24	(55,155)*
Average "*"	80,059
Average All	77,547

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	112,000 *
2	92,700 *
3	91,452 *
4	84,499 *
5	84,450 *
6	82,122 *
7	81,000 *
8	80,708 *
9	80,200 *
10	79,040 *
11	(75,000)
12	74,544
13	74,500 *
14	73,638 *
15	72,533 *
16	72,000 *
17	71,600 *
18	71,500 *
19	71,110 *
20	69,240
21	69,230 *
22	68,000 *
23	67,500
24	65,790 *
25	65,600 *
26	65,000
27	64,588
28	63,893 *
29	63,850
30	63,525
31	63,500
32	63,017 *
33	62,700
34	62,700 *
35	60,759 *
36	60,750 *
37	60,000
38	59,030
39	59,000 *
40	58,300 *
41	58,255 *
42	58,155
43	58,000 *
44	57,857
45	57,200 *
46	53,859 *
47	53,560
48	53,500
49	53,004 *
50	52,200 *
51	51,812
52	(51,744)
53	51,744 *
54	50,077
55	49,500

(Continued)

Member of NASULGC

TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
56	48,820 *
57	48,748 *
58	48,728
59	47,700 *
60	35,000 *
Average "*"	67,606
Average All	65,001

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	95,000 *
2	(85,284)*
3	84,000 *
4	81,000
5	78,980 *
6	78,800 *
7	77,880 *
8	77,850 *
9	77,175
10	76,685 *
11	76,600 *
12	76,500
13	76,000 *
14	73,440 *
15	73,200
16	72,500 *
17	72,200
18	72,100 *
19	72,000 *
20	71,400 *
21	70,854
22	70,000 *
23	69,238 *
24	69,225 *
25	68,650 *
26	68,500
27	68,500 *
28	(67,788)
29	67,000
30	66,560
31	66,400 *
32	66,000 *
33	66,000 *
34	65,100
35	65,000 *
36	64,896
37	64,788 *
38	64,625
39	64,500 *
40	64,000 *
41	62,500
42	61,810 *
43	60,085 *
44	59,950 *
45	59,500 *
46	59,000
47	58,486
48	58,043
49	58,000
50	58,000
51	58,000
52	58,000 *
53	57,720 *
54	57,651 *
55	57,400
56	56,928
57	56,160 *
58	55,043
59	54,912 *
60	54,075 *
61	53,550 *
62	53,500
63	52,000 *
64	51,844 *
65	51,800
66	51,459
67	51,156 *
68	50,900
69	50,850 *
70	50,170 *
71	50,130 *
72	50,000 *
73	48,700 *
74	48,474
75	47,000 *
76	46,677
77	46,608
78	46,000 *
79	44,025 *
80	43,404 *
81	43,368
82	43,000 *
83	42,000 *
84	42,000 *
85	41,160 *
86	40,280
87	39,500
88	39,323 *
89	39,042 *
90	36,700 *
91	36,250 *
92	36,000
93	35,400
94	35,304 *
95	35,000
96	33,200 *
97	31,456
98	23,500
Average "*"	59,625
Average All	58,247

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	94,300 *
2	83,400 *
3	83,070 *
4	83,000 *
5	82,000 *
6	78,898 *
7	77,600
8	76,300 *
9	75,000 *
10	70,500 *
11	68,000 *
12	63,540 *
13	60,000 *
Average "*"	76,501
Average All	76,585

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	84,705 *
2	81,000 *
3	74,765
4	72,912 *
5	71,700 *
6	70,000
7	70,000 *
8	66,300 *
9	66,068 *
10	65,300
11	65,112
12	64,862 *
13	64,151 *
14	64,000
15	62,500 *
16	62,500 *
17	62,000
18	61,425
19	61,100 *
20	60,648 *
21	60,000
22	60,000
23	60,000
24	58,600 *
25	58,500
26	58,440
27	58,000 *
28	57,500 *
29	57,300 *
30	56,322 *
31	55,680 *

(Continued)

Member of NASULGC

TABLE I (Continued)

(Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
32	55,600 *
33	55,439
34	55,400 *
35	55,344 *
36	55,000
37	55,000 *
38	54,876
39	53,022 *
40	53,000 *
41	52,688
42	52,200 *
43	52,188 *
44	51,635 *
45	51,577
46	51,222
47	50,650 *
48	50,500
49	50,100
50	50,000 *
51	49,749 *
52	49,000 *
53	48,510 *
54	48,456 *
55	47,167 *
56	46,140 *
57	45,866 *
58	43,661 *
59	43,200
60	43,000
61	42,783 *
62	42,558 *
63	41,000
64	39,500 *
65	39,455
66	39,451
67	39,000 *
68	38,678
69	38,004 *
70	36,250
71	35,059 *
72	32,600 *
Average "*"	54,754
Average All	54,527

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	90,300 *
2	84,000 *
3	78,917
4	78,400
5	78,000 *
6	78,000 *
7	77,600 *
8	76,799 *
9	76,560 *
10	75,000 *
11	74,488 *
12	73,451 *
13	71,200 *
14	71,037 *
15	70,959 *
16	70,647 *
17	70,480 *
18	70,000 *
19	69,900 *
20	69,132 *
21	69,000 *
22	69,000 *
23	69,000 *
24	68,700 *
25	68,700 *
26	68,569 *
27	68,000 *
28	67,450 *
29	66,950 *
30	66,300 *
31	65,700
32	65,150
33	64,100 *
34	64,000 *
35	64,000 *
36	63,744 *
37	63,462 *
38	63,005 *
39	63,000
40	62,701 *
41	61,800 *
42	61,614 *
43	61,280 *
44	61,215
45	61,000 *
46	61,000 *
47	60,996
48	60,800 *
49	60,500 *
50	60,331 *
51	60,156
52	60,100
53	59,940 *
54	59,893 *
55	59,808
56	59,705
57	59,400
58	59,400
59	59,250 *
60	58,795
61	58,500
62	58,308 *
63	58,000
64	57,154
65	57,150
66	57,000 *
67	57,000
68	57,000 *
69	56,700 *
70	56,696 *
71	56,498
72	56,450
73	56,000 *
74	56,000
75	55,889
76	55,800 *
77	55,454
78	55,439
79	55,400
80	55,000
81	54,810
82	54,750 *
83	54,504
84	54,384
85	54,320 *
86	54,080 *
87	53,900 *
88	52,420
89	52,138 *
90	52,008
91	52,003
92	52,000 *
93	52,000
94	51,972 *
95	51,246
96	50,712 *
97	50,630 *
98	50,625 *
99	50,328 *
100	50,133 *
101	49,987 *
102	49,953 *
103	49,700
104	49,100
105	48,900 *
106	48,500
107	48,312
108	48,000 *
109	47,690
110	47,500 *
111	47,068 *
112	46,865
113	46,752 *
114	46,750
115	46,247
116	45,825
117	43,620 *
118	43,200 *
119	42,309 *
120	42,220
121	42,210
122	40,228
123	39,420
124	39,300 *
125	38,767
126	38,667
127	37,627
128	36,900
129	34,500
Average "*"	61,465
Average All	58,131

Member of NASULGC

TABLE I (Continued)

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY	
1	79,052	*
2	76,650	*
3	71,072	
4	69,300	*
5	66,200	*
6	66,191	
7	65,300	
8	63,991	
9	63,500	*
10	63,400	*
11	62,250	*
12	61,763	*
13	60,000	
14	59,724	
15	59,500	*
16	58,830	*
17	58,830	*
18	58,600	*
19	58,500	*
20	57,716	*
21	57,330	*
22	57,000	
23	57,000	*
24	55,430	*
25	55,390	*
26	55,000	*
27	54,334	*
28	54,000	
29	53,500	*
30	53,050	*
31	53,000	*
32	52,600	*
33	52,500	*
34	52,000	
35	51,893	*
36	51,096	*
37	50,500	
38	50,300	*
39	50,045	*
40	50,041	*
41	50,004	*
42	49,650	*
43	49,440	*
44	49,337	*
45	49,319	*
46	49,299	
47	49,000	
48	48,911	*
49	48,884	
50	48,700	*
51	48,000	
52	47,976	*
53	47,976	*
54	47,900	
55	47,656	
56	47,600	*
57	47,400	
58	47,141	*
59	47,059	*
60	46,300	*
61	46,194	
62	46,104	
63	45,775	
64	45,208	
65	45,120	*
66	44,975	*
67	44,327	
68	44,293	*
69	44,233	*
70	44,050	*
71	43,972	*
72	43,954	
73	43,920	
74	43,870	*
75	43,800	*
76	43,695	*
77	43,680	
78	43,500	*
79	42,918	
80	41,950	*
81	41,748	*
82	41,316	
83	40,874	
84	40,300	*
85	40,000	*
86	40,000	*
87	40,000	
88	39,924	*
89	39,818	
90	39,600	*
91	38,700	
92	38,636	*
93	38,148	*
94	37,500	
95	36,852	
96	36,773	
97	36,201	
98	35,907	*
99	35,803	*
100	35,734	
101	35,712	*
102	35,313	*
103	35,000	
104	34,786	
105	34,276	
106	34,125	
107	33,904	
108	33,476	*
109	32,550	
110	32,251	*
111	32,200	
112	31,520	
113	30,426	*
114	30,006	
115	28,949	
116	28,855	*
117	28,536	
118	27,720	
119	27,584	*
120	27,264	*
121	26,500	
122	25,000	*
123	19,817	
Average "*"	48,293	
Average All	46,171	

Member of NASULGC

TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	105,900
2	(103,600)*
3	100,110 *
4	92,800 *
5	92,649
6	92,200 *
7	90,500 *
8	(88,008)*
9	87,600 *
10	86,200
11	85,000 *
12	(85,000)*
13	85,000 *
14	85,000 *
15	84,500 *
16	82,818 *
17	82,356 *
18	82,000
19	82,000
20	82,000
21	81,710 *
22	80,973
23	80,796
24	80,000
25	79,500
26	79,400 *
27	79,364
28	(79,100)
29	77,844 *
30	77,000 *
31	76,200 *
32	75,355
33	75,000
34	73,980 *
35	73,630
36	72,500
37	72,451 *
38	70,000
39	70,000 *
40	69,444 *
41	69,300
42	68,000
43	66,300
44	66,091
45	(65,000)*
46	63,700
47	60,000
48	(60,000)
49	59,460
50	57,346
51	42,350
Average "*"	82,813
Average All	77,981

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	(98,209)*
2	91,100 *
3	88,541 *
4	87,128 *
5	(86,200)*
6	85,300 *
7	(85,284)*
8	84,825 *
9	(84,357)*
10	82,000
11	81,113 *
12	80,560 *
13	78,021 *
14	77,600 *
15	(76,500)
16	71,250
17	71,000 *
18	69,850 *
19	68,000
20	68,000
21	67,400 *
22	67,000 *
23	67,000 *
24	66,300 *
25	(60,000)
26	58,600 *
27	57,224 *
28	55,000 *
29	52,785 *
30	48,552 *
31	47,256 *
32	45,860
Average "*"	73,448
Average All	72,119

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	83,500
2	74,765
3	72,610 *
4	72,468 *
5	71,940 *
6	71,300 *
7	70,000 *
8	68,544
9	66,135 *
10	66,000 *
11	65,000 *
12	62,400 *
13	62,381 *
14	62,000 *
15	60,191 *
16	60,177
17	60,000 *
18	59,382
19	59,309 *
20	59,000
21	58,622
22	58,200 *
23	57,400 *
24	57,000 *
25	56,700 *
26	56,100 *
27	56,044
28	55,800
29	55,385 *
30	55,330 *
31	55,324 *
32	55,080 *
33	55,000 *
34	55,000 *
35	54,822 *
36	54,750
37	54,705
38	54,659 *
39	54,500 *
40	54,000 *
41	53,500
42	52,423 *
43	52,300
44	52,138 *
45	52,068 *
46	52,046 *
47	52,000 *
48	51,912 *
49	51,896 *
50	51,420 *
51	51,200
52	(51,064)*
53	51,000 *
54	50,870 *
55	50,780 *
56	50,000 *
57	49,831 *
58	49,608
59	49,220 *
60	48,749 *
61	48,566
62	48,000
63	48,000
64	48,000 *
65	47,502
66	47,323
67	47,300 *
68	46,800 *
69	46,608

(Continued)

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*Member of NASULGC

TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
70	46,458
71	46,374 *
72	45,995 *
73	45,860 *
74	45,768
75	45,522
76	45,400 *
77	45,218 *
78	45,025
79	44,302 *
80	44,285
81	44,200 *
82	44,000
83	43,873
84	43,757 *
85	43,680
86	43,500
87	43,439
88	43,215
89	42,600
90	42,280
91	41,519
92	41,450 *
93	41,150 *
94	40,599
95	39,714 *
96	39,500 *
97	39,000 *
98	38,000
99	37,000
100	36,414 *
101	35,749
102	35,714
103	35,448
104	34,957
105	34,356
106	34,166
107	34,008 *
108	33,578
109	33,001
110	32,958 *
111	32,800
112	(32,579)*
113	30,250 *
Average "*"	52,180
Average All	50,109

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	100,749 *
2	(86,200)*
3	(84,357)*
4	81,000 *
5	78,000 *
6	72,146
7	71,000 *
8	65,000 *
9	(65,000)*
Average "*"	78,913
Average All	78,161

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	89,160 *
2	82,680 *
3	(75,000)
4	71,292 *
5	69,500
6	69,000 *
7	(67,788)
8	67,600 *
9	67,000
10	66,670
11	66,415
12	66,150 *
13	66,000
14	65,000 *
15	63,000
16	61,740 *
17	60,200
18	60,000 *
19	59,844
20	57,400 *
21	57,328 *
22	56,332
23	56,231 *
24	55,000 *
25	54,375 *
26	53,729
27	52,800 *
28	52,000 *
29	50,500
30	49,980 *
31	48,904 *
32	48,000
33	48,000 *
34	47,579 *
35	47,230
36	46,368 *
37	45,465 *
38	(41,200)
39	39,238 *
40	38,000
41	37,000
42	36,640 *
43	34,270 *
Average "*"	56,568
Average All	56,921

Member of NASULGC

TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	130,000 *
2	110,000 *
3	(103,600)*
4	103,000 *
5	(98,209)*
6	96,360 *
7	95,000 *
8	94,950 *
9	93,600 *
10	90,200 *
11	85,500 *
12	(85,000)*
13	85,000 *
14	83,500 *
15	82,500 *
16	82,425
17	82,000
18	80,172 *
19	(79,100)
20	78,600
21	78,200 *
22	78,000
23	78,000 *
24	77,121 *
25	76,572
26	(76,500)
27	76,200 *
28	(74,666)*
29	73,563 *
30	73,400
31	72,800 *
32	(72,340)
33	70,941 *
34	67,500
35	67,314 *
36	67,080
37	66,030 *
38	62,700 *
39	60,000 *
40	59,000
41	55,480
Average "*"	84,790
Average All	81,027

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	92,000 *
2	90,219 *
3	90,000 *
4	88,600 *
5	83,750 *
6	79,560 *
7	(78,500)*
8	78,266 *
9	75,000 *
10	73,055 *
11	72,000 *
12	71,226
13	70,392
14	69,047 *
15	69,010 *
16	68,900
17	68,500 *
18	68,300
19	67,000
20	66,951 *
21	65,500 *
22	65,004
23	65,000
24	63,863 *
25	63,000 *
26	62,600 *
27	62,392 *
28	61,500 *
29	60,000 *
30	59,996
31	59,690
32	58,795
33	58,415
34	57,200 *
35	56,938
36	56,245 *
37	56,176 *
38	55,840 *
39	55,600 *
40	55,099
41	55,000 *
42	54,800
43	54,434 *
44	54,000 *
45	53,904
46	53,684 *
47	52,804
48	52,200
49	51,065 *
50	(51,064)*
51	50,000
52	50,000 *
53	(49,807)
54	49,713
55	49,470 *
56	49,266
57	48,960 *
58	48,600 *
59	47,707
60	(47,700)
61	47,637
62	45,600
63	45,000 *
64	44,545
65	44,000
66	43,864 *
67	43,703 *
68	42,817
69	42,793 *
70	42,000
71	41,811
72	41,600
73	40,520
74	38,800
75	38,500
76	38,110
77	35,000
78	33,950
79	33,280 *
Average "*"	62,364
Average All	57,302

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	101,552 *
2	94,000 *
3	93,600 *
4	(78,500)*
5	70,000 *
6	67,616 *
7	66,814
8	65,620 *
9	64,000 *
10	62,970 *
11	62,500 *
12	61,800 *
13	60,560 *
14	60,087
15	60,000 *
16	59,850 *
17	58,609 *
18	58,265
19	58,000
20	55,565
21	55,500 *
22	55,000 *
23	54,500
24	54,450 *
25	54,267 *
26	54,020 *
27	54,018 *
28	54,000 *
29	53,432 *
30	53,313 *
31	53,000 *
32	53,000 *
33	52,994 *
34	52,193 *
35	50,700 *
36	50,180
37	50,064 *
38	50,000 *
39	50,000 *
40	(49,807)
41	49,800 *

(Continued)

Member of NASULGC

TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
42	48,500
43	(47,700)
44	47,610 *
45	47,000
46	46,647 *
47	46,550
48	46,000 *
49	45,528
50	45,000 *
51	44,868 *
52	44,300 *
53	44,000
54	43,825
55	43,359 *
56	43,188 *
57	42,727 *
58	42,552
59	42,377 *
60	42,264 *
61	41,553 *
62	(41,200)
63	40,071
64	39,500
65	39,300 *
66	39,150 *
67	38,782
68	38,750
69	38,688
70	38,036
71	38,000 *
72	37,737
73	37,500
74	37,500 *
75	36,783 *
76	36,120 *
77	36,000
78	36,000 *
79	35,754
80	35,368 *
81	35,356
82	35,200 *
83	35,184 *
84	35,000
85	35,000
86	34,632
87	34,400
88	34,008
89	34,000 *
90	33,570 *
91	33,144
92	32,952
93	32,796
94	32,588
95	32,520
96	32,520
97	31,657 *
98	31,488
99	31,000
100	30,996
101	30,024
102	30,000
103	29,400
104	29,186
105	28,652
106	27,965
107	26,880
108	25,956
Average "*"	51,873
Average All	46,074

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	(104,300)*
2	98,200 *
3	95,000 *
4	95,000 *
5	92,040 *
6	88,700 *
7	84,673 *
8	83,805 *
9	83,000 *
10	82,464 *
11	82,000 *
12	81,147 *
13	78,000 *
14	77,604 *
15	75,013 *
16	73,600 *
17	72,724 *
18	70,764 *
19	70,000 *
20	69,351 *
21	68,255 *
22	68,000 *
23	67,500 *
24	66,871 *
25	62,306 *
26	59,152 *
27	55,000
28	53,776 *
29	51,965
30	44,000
31	43,536
32	41,725 *
33	38,472
34	34,340 *
35	30,000
Average "*"	75,149
Average All	69,780

TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	(125,000)*
2	116,000 *
3	111,120 *
4	106,000 *
5	105,500 *
6	104,486 *
7	97,000
8	94,300 *
9	94,000 *
10	93,005 *
11	91,500 *
12	88.900
13	88,300 *
14	87,153 *
15	86,000 *
16	85,500 *
17	85,187 *
18	84,200 *
19	84,072 *
20	83,357 *
21	82,200 *
22	81,000
23	80,280 *
24	80,000 *
25	(77,875)
26	76,464 *
27	75,015 *
28	74,709 *
29	74,500 *
30	74,200
31	73,980 *
32	72,500
33	71,600
34	71,412
35	71,403
36	68,300 *
37	63,000 *
38	62,000 *
39	61,500
40	60,700 *
41	55,812
Average "*"	86,528
Average All	83,391

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	114,000 *
2	(104,500)*
3	(104,000)
4	102,500 *
5	102,500 *
6	100,800 *
7	99,200 *
8	95,500 *
9	93,100 *
10	92,885 *
11	89.300 *
12	88,700 *
13	88,313 *
14	87,128 *
15	85,000
16	83,640 *
17	83,475 *
18	82,998 *
19	82,658 *
20	82,500 *
21	82,000
22	82,000 *
23	(81,480)*
24	80,600 *
25	80,000 *
26	78,592 *
27	(78,245)*
28	77,800 *
29	75,242
30	74,460 *
31	73,600 *
32	73,000
33	72,785 *
34	70,400
35	69,087 *
36	67,266
37	63,860
38	62,800
39	52,248 *
Average "*"	85,820
Average All	83,543

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	92,724 *
2	87,300 *
3	84,379 *
4	84,300 *
5	83,844 *
6	79,647 *
7	78,700 *
8	75,202 *
9	75,000 *
10	74,880 *
11	74,779 *
12	(72,708)
13	(70,882)*
14	69,086 *
15	66,720 *
16	66,117 *
17	66,000 *
18	66,000 *
19	65,268 *
20	65,150
21	65,000 *
22	64,380 *
23	63,806 *
24	63,140 *
25	62,640 *
26	62,500
27	62,500 *
28	61,709 *
29	61,008 *
30	61,000
31	60,600
32	59,850 *
33	59,632 *
34	59,586
35	59,257 *
36	59,232 *
37	58,542
38	58,459 *
39	57,997 *
40	57,650 *
41	57,550 *
42	57,504 *
43	57,470 *
44	56,800 *
45	56,711 *
46	55,764
47	55,650
48	55,500 *
49	55,250
50	55,200
51	55,080
52	55,000 *
53	54,873
54	54,552 *
55	54,264
56	53,250
57	53,200 *
58	53,200 *
59	53,118
60	52.500 *
61	52,300
62	51,134
63	50,950 *
64	50,557 *
65	50,000
66	50,000 *
67	49,900
68	49,028
69	49,000
70	48,781
71	48,700
72	47,976 *
73	47,904
74	47,400 *
75	46,764
76	46,209 *
77	45,558
78	44,640 *
79	44,242 *
80	44,190 *
81	42,470 *
82	42,257 *

(Continued)

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TABLE I (Continued)

(Continued)

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
83	41,800 *
84	41,500
85	41,388 *
86	41,223
87	40,830
88	40,738
89	40,470 *
90	40,195 *
91	40,116 *
92	39,300
93	38,980
94	38,050 *
95	37,574 *
96	37,395 *
97	36,800
98	36,225
99	35,508 *
100	34,500 *
101	30,469 *
Average "*"	57,810
Average All	55,472

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	84,000 *
2	82,688
3	80,500 *
4	74,662 *
5	72,000
6	67,900
7	66,500 *
8	(66,000)*
9	65,500 *
10	65,000 *
11	64,000 *
12	63,996
13	62,959
14	62,850 *
15	62,600 *
16	60,883 *
17	60,800 *
18	60,576 *
19	60,000 *
20	59,596
21	59,545 *
22	59,436
23	59,400
24	59,300
25	58,800 *
26	58,500
27	58,293
28	58,275 *
29	57,650 *
30	57,540 *
31	56,804 *
32	56,800
33	56,710 *
34	56,490 *
35	55,533
36	55,500 *
37	(55,155)*
38	55,124 *
39	55,000 *
40	54,768
41	54,250 *
42	53,916 *
43	53,856 *
44	53,737 *
45	53,500 *
46	53,461
47	53,200 *
48	53,162 *
49	52,210 *
50	52,000 *
51	52,000
52	51,900 *
53	51,874 *
54	51,500 *
55	51,200
56	51,000 *
57	50,624 *
58	50,605 *
59	50,000
60	49,987 *
61	49,800 *
62	49,700 *
63	49,686 *
64	49,502 *
65	49,500 *
66	49,000 *
67	48,800
68	48,500
69	48,500 *
70	48,000
71	48,000 *
72	47,500 *
73	47,250 *
74	46,600
75	46,000
76	45,000
77	44,928
78	44,500
79	44,467
80	44,201 *
81	43,800 *
82	43,790
83	43,484
84	42,900
85	42,600 *
86	41,592 *
87	41,550 *
88	41,300 *
89	41,172
90	40,867
91	40,700
92	40,400
93	40,159
94	39,832
95	39,502
96	(38,755)
97	37,165
98	37,050
99	36,400 *
100	35,951 *
101	35,360
102	33,815 *
103	31,678
104	30,000 *
Average "*"	53,765
Average All	52,124

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TABLE I (Continued)

DEANS:
AGRICULTURE

RANK	SALARY
1	150,000 *
2	113,800 *
3	112,450 *
4	105,000 *
5	105,000 *
6	102,100 *
7	100,500 *
8	100,300 *
9	99,100 *
10	99,000 *
11	98,900 *
12	96,500 *
13	93,540 *
14	93,500 *
15	92,700 *
16	91,900 *
17	90,000 *
18	88,400 *
19	86,004 *
20	86,000 *
21	85,030 *
22	84,194 *
23	83,000 *
24	82,032 *
25	82,000 *
26	78,384 *
27	78,300 *
28	75,000 *
29	74,400 *
30	74,268 *
31	74,210 *
32	73,331 *
33	73,200 *
34	72,000 *
35	70,776 *
36	70,000 *
37	69,000 *
38	69,000
39	66,600 *
40	(62,772)
41	61,160 *
42	61,000 *
43	56,636 *
44	53,189
45	52,000
Average "*"	86,566
Average All	84,137

DEANS:
ARCHITECTURE

RANK	SALARY
1	104,332 *
2	98,000 *
3	96,120 *
4	95,030 *
5	94,500 *
6	93,745 *
7	93,028 *
8	92,470 *
9	90,800 *
10	90,200 *
11	89,250 *
12	86,656 *
13	84,000 *
14	83,100 *
15	81,000
16	80,850 *
17	80,052 *
18	80,000
19	80,000 *
20	79,500 *
21	78,200 *
22	76,620 *
23	76,400 *
24	76,150 *
25	75,000 *
26	74,970 *
27	73,860 *
28	73,700 *
29	73,150 *
30	72,567
31	72,000
32	71,820 *
33	71,550 *
34	71,400 *
35	70,955 *
36	70,776 *
37	67,215 *
38	65,000 *
39	62,400 *
40	60,120 *
41	55,541 *
42	(53,100)*
Average "*"	79,199
Average All	78,932

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	(107,000)*
2	92,150 *
3	90,631
4	85,800 *
5	81,723 *
6	78,924
7	78,010
8	75,528 *
9	74,000
10	73,398 *
11	72,036 *
12	65,614
Average "*"	83,948
Average All	81,235

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	130,000 *
2	125,307 *
3	120,000 *
4	112,500 *
5	108,825 *
6	(107,000)*
7	104,500 *
8	103,816 *
9	99,544 *
10	98,884 *
11	98,700
12	97,300
13	96,300 *
14	95,000 *
15	94,500 *
16	94,000 *
17	92,170 *
18	91,900 *
19	90,800 *
20	90,700 *
21	90,000 *
22	88,800 *
23	88,700 *
24	88,500 *
25	88,000 *
26	87,500
27	87,415
28	86,000
29	85,764 *
30	85,600 *
31	85,500 *
32	85,224
33	85,000 *
34	84,017 *
35	84,000 *
36	83,978 *
37	83,200
38	83,000 *
39	83,000
40	83,000 *
41	82,650
42	82,000
43	81,806
44	81,600 *
45	81,063 *
46	80,000
47	80,000
48	80,000 *
49	80,000 *
50	79,800 *
51	79,550 *
52	78,000 *
53	77,000
54	76,250 *
55	75,627 *

(Continued)

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TABLE I (Continued)

(Continued)

DEANS:
ARTS AND SCIENCES

RANK	SALARY	
56	75,000	
57	74,962	
58	74,676	*
59	74,484	
60	74,416	
61	74,392	*
62	72,864	
63	72,821	
64	72,500	
65	72,211	
66	72,000	
67	71,650	
68	71,400	*
69	70,776	*
70	70,668	*
71	69,554	*
72	69,000	
73	65,736	
74	65,000	
75	65,000	
76	64,859	
77	64,477	*
78	64,368	
79	63,000	
80	61,925	
81	60,000	*
82	59,509	*
83	58,926	
84	58,170	
85	57,750	
86	56,500	*
87	54,000	
88	52,000	*
Average "*"	86,451	
Average All	81,453	

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY	
1	142,616	*
2	141,955	*
3	140,000	*
4	129,600	*
5	127,200	*
6	127,000	*
7	125,000	*
8	125,000	*
9	120,500	
10	115,625	
11	113,000	*
12	110,000	*
13	110,000	*
14	108,600	*
15	108,000	*
16	107,170	*
17	104,728	
18	104,728	*
19	104,000	*
20	102,700	*
21	102,150	*
22	102,000	*
23	102,000	*
24	101,500	*
25	101,115	*
26	100,200	*
27	99,600	*
28	99,500	*
29	97,300	*
30	97,000	
31	95,308	
32	95,000	
33	95,000	*
34	94,000	*
35	93,905	*
36	93,500	*
37	93,500	*
38	93,039	
39	92,727	*
40	92,046	*
41	91,000	*
42	90,850	*
43	89,500	*
44	89,250	*
45	88,630	*
46	88,590	*
47	88,400	*
48	88,000	*
49	87,400	
50	87,200	*
51	86,800	
52	86,400	*
53	85,909	*
54	85,755	*
55	85,400	*
56	85,000	*
57	85,000	
58	84,800	*
59	84,000	*
60	84,000	
61	83,161	*
62	83,025	*
63	83,000	
64	82,092	*
65	82,000	*
66	81,748	*
67	81,577	
68	81,500	
69	80,750	*
70	80,721	*
71	80,695	
72	80,592	
73	80,028	
74	80,000	
75	79,988	*
76	79,500	*
77	79,212	
78	78,947	
79	78,000	*
80	78,000	
81	77,796	*
82	77,500	
83	77,175	
84	77,000	
85	76,262	
86	76,000	*
87	75,760	
88	75,117	*
89	75,100	
90	74,904	*
91	74,736	
92	74,416	
93	74,000	
94	73,973	*
95	73,401	
96	73,350	
97	73,000	*
98	72,000	
99	70,776	*
100	70,495	*
101	70,120	
102	70,000	
103	70,000	
104	70,000	
105	67,728	
106	67,600	*
107	67,476	
108	66,800	
109	66,545	*
110	66,537	
111	66,500	*
112	66,414	
113	66,002	
114	66,000	*
115	65,736	
116	64,968	
117	64,841	
118	63,988	*
119	63,650	
120	61,925	
121	60,000	
122	59,500	*
123	58,028	
124	58,000	
125	57,000	*
126	51,200	*
Average "*"	91,822	
Average All	85,981	

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TABLE ! (Continued)

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	102,500 *
2	85,300 *
3	84,000 *
4	82,500 *
5	81,000 *
6	80,000 *
7	79,241 *
8	78,459 *
9	78,351
10	77,100
11	76,920 *
12	76,500 *
13	76,451 *
14	76,000 *
15	74,000 *
16	73,000 *
17	73,000 *
18	72,916
19	72,803 *
20	72,800 *
21	72,275 *
22	72,048
23	72,000 *
24	71,640
25	71,455
26	71,000
27	70,776 *
28	70,283 *
29	70,036 *
30	70,000 *
31	69,636 *
32	69,390
33	68,500 *
34	68,124 *
35	68,000
36	67,500 *
37	66,647 *
38	66,250 *
39	66,072
40	65,964 *
41	65,856 *
42	65,500
43	65,499 *
44	65,053
45	64,968
46	64,400
47	64,200 *
48	64,000 *
49	63,700
50	63,150 *
51	63,000 *
52	62,400
53	61,925
54	60,500 *
55	60,358
56	60,276
57	60,000 *
58	58,452
59	58,380
60	58,350
61	58,274
62	58,170 *
63	57,962 *
64	57,407
65	57,093
66	57,022 *
67	56,600 *
68	56,023 *
69	55,440 *
70	55,003
71	54,953 *
72	54,500
73	54,000
74	53,772
75	53,263
76	52,780 *
77	52,000 *
78	51,100
79	46,260 *
80	45,700 *
81	45,531
82	44,687 *
83	44,291
84	43,678 *
85	43,361
86	42,840 *
87	41,501
88	39,600
89	32,407
Average "*"	66,784
Average All	63,771

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	110,400 *
2	95,260 *
3	82,501 *
4	80,004 *
5	78,600 *
6	73,550 *
7	71,055 *
8	55,385
Average "*"	84,481
Average All	80,844

DEANS:
EDUCATION

RANK	SALARY
1	105,500 *
2	102,720 *
3	102,500
4	102,500 *
5	102,400 *
6	99,700 *
7	98,000 *
8	97,443 *
9	95,040 *
10	93,120 *
11	92,800
12	92,500 *
13	92,300 *
14	91,127 *
15	90,711 *
16	90,100 *
17	90,000 *
18	90,000 *
19	89,000 *
20	87,000 *
21	87,000 *
22	86,700 *
23	86,431 *
24	86,430 *
25	86,208 *
26	86,200 *
27	86,000 *
28	86,000 *
29	85,358 *
30	85,040
31	85,000
32	85,000 *
33	84,534 *
34	84,300 *
35	84,300
36	84,220 *
37	83,500 *
38	83,250 *
39	81,450 *
40	80,504
41	80,150 *
42	80,000
43	80,000 *
44	79,980 *
45	79,832 *
46	79,491
47	79,000
48	79,000
49	78,924
50	78,452 *
51	78,200 *
52	78,000
53	78,000 *
54	78,000
55	77,000 *
56	76,000 *
57	75,988
58	75,516
59	75,407 *
60	75,000 *
61	74,900
62	74,520 *
63	74,481 *
64	74,416

(Continued)

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TABLE I (Continued)

(Continued)

DEANS: EDUCATION

RANK	SALARY
65	(74,250)*
66	74,000 *
67	74,000
68	73,680 *
69	73,540 *
70	73,500 *
71	73,300 *
72	73,272 *
73	73,150 *
74	73,025
75	72,867 *
76	72,566 *
77	72,500
78	72,500 *
79	72,363 *
80	72,021 *
81	70,776 *
82	70,500 *
83	70,461
84	69,900 *
85	69,600
86	68,420 *
87	68,075
88	67,800
89	67,500 *
90	67,389
91	67,074
92	67,000
93	67,000 *
94	66,240
95	66,000 *
96	65,736
97	65,484
98	65,472
99	65,307
100	65,000
101	64,968
102	64,800 *
103	64,713
104	64,400 *
105	64,200
106	64,050
107	63,966 *
108	62,911 *
109	61,950
110	61,925
111	61,585
112	61,300
113	61,000 *
114	60,316
115	59,800
116	58,800
117	58,200 *
118	57,500 *
119	56,202 *
120	56,077
121	56,000
122	56,000 *
123	55,710
124	54,994
125	53,000
126	52,500 *
127	51,200 *
Average "*"	78,956
Average All	75,523

DEANS: ENGINEERING

RANK	SALARY
1	150,000 *
2	150,000 *
3	145,000 *
4	125,278 *
5	125,000 *
6	116,000 *
7	115,400 *
8	115,011
9	114,500 *
10	113,000 *
11	110,520 *
12	109,415 *
13	108,400 *
14	108,300 *
15	107,400
16	106,300 *
17	105,500 *
18	105,437 *
19	105,000 *
20	105,000 *
21	104,800 *
22	104,597 *
23	104,256 *
24	102,825 *
25	101,000 *
26	100,900 *
27	100,000 *
28	99,275 *
29	98,700
30	98,500
31	97,562 *
32	97,000
33	96,000 *
34	95,000 *
35	95,000 *
36	94,764
37	94,239 *
38	94,000 *
39	94,000
40	93,000 *
41	92,530
42	92,000 *
43	91,700 *
44	91,000 *
45	90,780 *
46	90,204 *
47	90,100 *
48	90,000 *
49	89,790 *
50	89,020
51	88,000 *
52	87,996 *
53	87,637 *
54	87,000 *
55	86,300 *
56	85,000 *
57	85,000 *
58	84,857 *
59	84,811
60	84,600
61	84,000
62	84,000
63	83,376 *
64	82,780 *
65	82,560 *
66	82,500
67	82,339 *
68	82,250 *
69	82,200 *
70	82,000
71	81,998
72	81,924
73	81,480 *
74	81,276 *
75	81,042
76	80,703
77	80,000
78	79,310
79	79,000
80	78,372 *
81	78,000 *
82	77,396 *
83	77,102 *
84	76,620
85	76,577
86	76,080
87	76,008 *
88	76,000 *
89	75,800 *
90	75,435
91	74,868
92	74,583
93	73,865
94	72,250 *
95	71,410 *
96	70,776 *
97	70,000
98	70,000 *
99	69,500
100	68,000 *
101	65,931
102	65,692
103	63,222
104	61,440 *
105	61,010 *
106	58,000 *
107	57,200
Average "*"	93,718
Average All	89,907

Member of NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1988-89

TABLE I (Continued)

DEANS:
FINE ARTS

RANK	SALARY
1	(107,000)*
2	97,000 *
3	92,630 *
4	91,571 *
5	91,096 *
6	86,700 *
7	84,300 *
8	82,700 *
9	81,364 *
10	81,000 *
11	77,150 *
12	76,608
13	75,446
14	75,320
15	75,288 *
16	74,600
17	74,500 *
18	74,200
19	73,958 *
20	73,000 *
21	72,453
22	72,439
23	71,550 *
24	68,400
25	67,400 *
26	67,035
27	66,300 *
28	66,050
29	65,500
30	64,922
31	64,305
32	(64,000)
33	63,000 *
34	62,796
35	61,200
36	61,200
37	59,500
38	55,636 *
39	54,000 *
40	(53,100)*
41	53,040 *
42	52,600 *
43	51,000 *
Average "*"	74,275
Average All	71,694

DEANS:
FORESTRY

RANK	SALARY
1	94,000 *
2	91,600 *
3	88,500 *
4	85,656 *
5	80,000 *
6	79,579 *
7	78,620
8	76,800 *
9	76,100 *
10	73,900 *
11	71,639 *
12	66,503
13	64,968
14	52,000 *
Average "*"	79,070
Average All	77,133

*

DEANS:
GRADUATE

RANK	SALARY
1	114,000 *
2	109,300
3	105,996 *
4	105,300 *
5	(104,500)*
6	103,900 *
7	102,500 *
8	101,173 *
9	101,000 *
10	99,480 *
11	99,200 *
12	98,700 *
13	95,500 *
14	92,220
15	90,600 *
16	90,500 *
17	88,300 *
18	86,800 *
19	84,500 *
20	84,300 *
21	83,600 *
22	83,475 *
23	83,300 *
24	82,000
25	82,000 *
26	82,000
27	81,924 *
28	81,558
29	81,305 *
30	80,980 *
31	80,304 *
32	80,274 *
33	80,256 *
34	80,250 *
35	80,000
36	80,000
37	79,996 *
38	79,620
39	79,600
40	79,080
41	(77,400)
42	76,209 *
43	76,000 *
44	76,000 *
45	75,200 *
46	74,000 *
47	74,000 *
48	73,600 *
49	73,517
50	73,044
51	72,996 *
52	72,540
53	72,373 *
54	72,129
55	72,000 *
56	71,086 *
57	70,776 *
58	70,000
59	70,000
60	70,000
61	70,000 *
62	68,582
63	68,300
64	68,190
65	67,850 *
66	67,250 *
67	66,729
68	66,696 *
69	66,650 *
70	66,300 *
71	(66,000)*
72	65,850
73	65,299
74	65,208 *
75	65,126
76	65,000 *
77	63,860
78	63,600
79	63,000
80	63,000
81	62,038
82	61,925
83	61,873 *
84	60,929
85	60,873
86	60,850
87	60,324
88	60,000
89	60,000
90	60,000
91	57,000
92	56,400 *
93	56,354
94	55,500 *
95	55,410 *
96	53,477
97	53,200 *
98	52,500
99	52,400 *
100	51,000
101	49,822
Average "*"	79,893
Average All	74,916

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TABLE I (Continued)

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	92,500 *
2	89,000 *
3	85,800 *
4	82,080 *
5	81,924
6	79,912
7	78,500 *
8	77,665 *
9	74,172 *
10	72,794 *
11	71,000 *
12	68,499 *
13	67,932 *
14	67,000
15	65,330
16	64,500 *
17	63,624
18	63,220 *
19	60,000
20	59,660 *
21	59,112 *
22	56,948
23	53,100
Average "*"	73,762
Average All	71,055

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	117,300 *
2	105,000 *
3	97,417 *
4	92,392 *
5	92,000 *
6	90,667
7	90,296 *
8	89,500
9	85,217
10	82,060 *
11	81,924
12	81,739 *
13	80,980 *
14	80,850
15	80,000 *
16	79,576 *
17	79,000 *
18	78,250 *
19	76,500 *
20	75,317 *
21	74,575
22	73,900
23	73,800 *
24	72,500 *
25	72,264 *
26	72,000 *
27	71,800
28	70,500
29	(69,966)
30	68,000
31	65,000
32	64,927
33	62,980
34	62,800
35	60,700
36	57,429
37	55,000
38	34,700
Average "*"	84,126
Average All	76,811

DEANS:
HOME ECONOMICS

RANK	SALARY
1	94,250 *
2	91,814
3	91,200 *
4	90,858 *
5	89,300 *
6	89,100 *
7	88,680 *
8	85,000 *
9	81,924
10	81,300 *
11	79,668 *
12	78,500 *
13	76,800 *
14	76,420 *
15	76,360 *
16	74,580 *
17	74,500 *
18	71,500 *
19	70,800 *
20	69,996 *
21	68,512 *
22	68,136 *
23	67,400 *
24	65,120
25	62,980
26	(62,772)
27	61,000 *
28	53,943 *
29	52,487 *
30	52,300 *
31	51,550
Average "*"	75,304
Average All	74,153

DEANS:
HUMANITIES

RANK	SALARY
1	96,500 *
2	93,120 *
3	90,000 *
4	(89,600)*
5	87,400
6	87,400 *
7	80,000 *
8	76,992 *
9	75,852 *
10	72,450
11	71,800
12	70,440 *
13	70,000 *
14	69,700
15	(64,000)
16	63,500 *
17	60,500 *
18	60,204
19	58,793
Average "*"	79,492
Average All	75,697

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	99,500 *
2	96,000 *
3	94,000 *
4	93,500 *
5	85,700 *
6	85,387 *
7	85,000 *
8	81,280 *
9	80,280 *
10	80,000 *
11	80,000 *
12	79,000 *
13	77,500 *
14	76,952 *
15	76,125 *
16	74,500 *
17	73,000 *
18	72,500 *
19	70,000
20	68,340 *
21	67,725 *
22	67,450 *
23	66,058 *
24	61,944 *
25	58,000 *
26	44,171 *
Average "*"	76,956
Average All	76,689

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TABLE I (Continued)

DEANS:
LAW

RANK	SALARY
1	150,000 *
2	135,000 *
3	130,700 *
4	128,400
5	125,333 *
6	125,000 *
7	123,000 *
8	122,500 *
9	120,500 *
10	120,000 *
11	120,000
12	118,680 *
13	116,000 *
14	115,990 *
15	115,400 *
16	113,000 *
17	110,777 *
18	108,250 *
19	107,395 *
20	105,500
21	105,200 *
22	105,000 *
23	104,540 *
24	104,500 *
25	104,272 *
26	103,000
27	102,000 *
28	100,500
29	100,000 *
30	98,088
31	95,736 *
32	95,400 *
33	95.200
34	95,000 *
35	91,050 *
36	90,972 *
37	88,960 *
38	88,560 *
39	86,880 *
40	86,511 *
41	86,076 *
42	85,728 *
43	85,000 *
44	85,000
45	85,000 *
46	84,493 *
47	84,000 *
48	82,500 *
49	81,500 *
50	79,469 *
51	73,725 *
52	73,436 *
53	70,000 *
Average "*"	101,623
Average All	102,051

DEANS:
LIBERAL ARTS

RANK	SALARY
1	122,000 *
2	109,800 *
3	103,680 *
4	93,316 *
5	92,000 *
6	90,700 *
7	82,000 *
8	81,000
9	80,000 *
10	79,342 *
11	75,988
12	75,276 *
13	72,500 *
14	72,036 *
15	70,847 *
16	65,866
17	64,269
18	62,000
19	60,000
20	57,000
Average "*"	87,961
Average All	80,481

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	111,900 *
2	89,068 *
3	85,000 *
4	83,800 *
5	83,000 *
6	82,000 *
7	79,000 *
8	76,311 *
9	73,500 *
10	73,000
11	70,400 *
12	70,200 *
13	67,200 *
14	65,316 *
15	64,000 *
16	63,700 *
17	62,398
18	58,250 *
19	58,165 *
20	55,916 *
Average "*"	74,263
Average All	73,606

DEANS:
MATHEMATICS

RANK	SALARY
1	111,960 *
2	(97,009)*
3	(76,500)
4	63,000 *
Average "*"	90,656
Average All	87,117

DEANS:
MUSIC

RANK	SALARY
1	99,000 *
2	94,925 *
3	92,746 *
4	87,000 *
5	86,390 *
6	82,000
7	80,000 *
8	78,952
9	76,920 *
10	74,826
11	74,050 *
12	70,023 *
13	67,890 *
14	67,118 *
15	63,240 *
16	62,000 *
17	40,660
Average "*"	78,562
Average All	76,338

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TABLE I (Continued)

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	113,000 *
2	102,000 *
3	100,000
4	97,500 *
5	94,600 *
6	90,120 *
7	86,200
8	82,676
9	82,360 *
10	81,000 *
11	73,257 *
12	70,331 *
13	67,932
14	(63,703)
15	63,000 *
16	59,500 *
Average "*"	84,243
Average All	82,949

DEANS:
SCIENCE

RANK	SALARY
1	115,000 *
2	113,004 *
3	104,500 *
4	103,950 *
5	(97,009)*
6	96,120 *
7	96,000 *
8	95,000 *
9	94,500 *
10	93,280
11	93,000 *
12	91,800 *
13	86,920 *
14	85,583 *
15	84,800
16	81,000
17	79,212
18	78,396 *
19	77,000 *
20	76,577
21	(76,500)
22	75,648 *
23	75,200
24	75,049 *
25	75,000
26	73,394
27	68,940
28	68,000 *
29	63,600
30	62,370
31	61,056
32	59,510
33	58,884
34	53,528
Average "*"	91,471
Average All	82,039

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	100,500 *
2	100,500 *
3	99,120 *
4	94,000 *
5	91,841 *
6	91,600 *
7	91,000 *
8	90,000 *
9	(89,600)*
10	88,000 *
11	86,448 *
12	85,000 *
13	84,840 *
14	84,800
15	79,188
16	76,800
17	(74,250)*
18	71,619
19	69,900 *
20	68,000
21	63,780
22	(58,857)
Average "*"	89,107
Average All	83,620

DEANS:
SOCIAL WORK

RANK	SALARY
1	121,429 *
2	109,000 *
3	100,000
4	94,500 *
5	93,917 *
6	89,400
7	87,900 *
8	85,500 *
9	84,250 *
10	84,000 *
11	83,921 *
12	83,760 *
13	83,300 *
14	83,148 *
15	81,869 *
16	80,250 *
17	79,253 *
18	78,500 *
19	78,344 *
20	78,000 *
21	78,000 *
22	75,000 *
23	75,000 *
24	(74,250)*
25	72,400
26	70,200 *
27	68,000 *
28	67,008
29	65,432 *
30	63,000 *
31	61,506 *
32	53,376 *
Average "*"	80,522
Average All	80,732

DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	84,000 *
2	80,500 *
3	80,000 *
4	79,000
5	76,354 *
6	73,780 *
7	73,168
8	71,376
9	69,300
10	65,000 *
11	64,294 *
12	52,356
13	50,933
Average "*"	74,847
Average All	70,774

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TABLE I (Continued)

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY	
1	103,680	*
2	79,500	*
3	79,240	*
4	78,400	*
5	75,000	
6	74,280	*
7	73,260	*
8	72,200	
9	70,950	*
10	67,638	*
11	67,100	
12	67,000	
13	66,000	*
14	61,024	*
15	60,000	*
16	60,000	*
17	58,500	*
18	56,500	*
19	56,000	
Average "*"	70,641	
Average All	69,804	

MEDICAL DEANS:
DENTISTRY

RANK	SALARY	
1	128,000	*
2	125,500	*
3	125,000	
4	119,000	*
5	109,790	
6	108,900	*
7	105,960	*
8	105,300	*
9	103,629	*
10	100,775	*
11	100,000	*
12	99,762	*
13	96,300	*
14	95,996	*
15	92,114	*
16	91,224	*
17	86,700	*
18	81,540	
Average "*"	103,944	
Average All	104,194	

MEDICAL DEANS:
MEDICINE

RANK	SALARY	
1	230,000	*
2	210,000	*
3	200,000	*
4	198,679	*
5	185,000	
6	185,000	*
7	182,100	*
8	181,700	*
9	175,000	*
10	168,000	*
11	165,000	*
12	161,000	*
13	159,100	*
14	158,000	*
15	155,000	*
16	151,221	*
17	147,000	
18	143,200	
19	125,004	*
20	125,000	*
21	123,988	*
22	122,699	*
23	119,600	*
24	119,391	*
25	115,987	*
26	115,416	*
27	114,700	*
28	108,360	*
29	107,100	*
30	104,500	
31	104,244	*
32	99,000	*
33	98,385	*
34	95,500	*
35	93,600	
36	90,204	*
37	84,816	*
38	72,948	*
Average "*"	140,065	
Average All	139,354	

MEDICAL DEANS:
NURSING

RANK	SALARY	
1	113,255	*
2	110,000	*
3	107,500	
4	98,000	
5	97,482	*
6	97,000	*
7	93,900	*
8	93,300	*
9	93,004	*
10	92,160	*
11	91,505	*
12	89,291	*
13	88,945	*
14	87,500	*
15	86,357	*
16	84,493	*
17	83,972	*
18	82,527	*
19	81,300	*
20	81,000	*
21	80,000	*
22	79,165	*
23	79,050	*
24	78,000	*
25	77,188	*
26	77,000	*
27	75,468	*
28	75,000	
29	74,500	*
30	74,044	*
31	74,000	*
32	74,000	*
33	73,800	
34	73,500	*
35	72,281	*
36	71,735	*
37	71,285	*
38	70,000	*
39	(69,966)	
40	68,802	*
41	68,600	
42	68,500	*
43	67,776	
44	67,500	*
45	66,713	
46	66,570	
47	66,000	*
48	65,214	*
49	61,100	
50	61,000	*
51	60,624	*
52	60,384	
53	60,117	
54	60,000	
55	59,500	*
56	58,170	*
57	51,500	*
Average "*"	79,019	
Average All	77,378	

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TABLE I (Continued)

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY
1	113,100 *
2	105,000 *
3	95,500 *
4	92,640 *
5	92,000 *
6	78,122
Average "*"	99,648
Average All	96,060

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	121,000 *
2	115,944 *
3	107,500
4	105,840 *
5	103,150 *
6	99,960 *
7	98,900 *
8	96,858 *
9	96,750 *
10	96,547 *
11	95,500 *
12	94,202 *
13	92,300 *
14	91,887 *
15	91,600 *
16	91,178 *
17	90,000 *
18	88,922 *
19	88,894 *
20	86,265 *
21	81,375 *
22	79,600 *
23	79,325 *
24	75,504 *
25	74,547
26	74,535 *
27	71,137 *
28	66,396 *
29	66,000 *
30	63,000 *
31	63,000 *
32	52,300 *
33	42,000 *
Average "*"	85,802
Average All	86,119

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	136,000 *
2	122,800 *
3	119,084 *
4	116,630 *
5	102,692 *
6	84,000 *
7	79,968 *
8	73,148
Average "*"	108,739
Average All	104,290

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	130,000 *
2	119,600 *
3	114,110 *
4	103,500 *
5	100,700 *
6	98,500 *
7	96,525 *
8	96,000 *
9	94,000 *
10	92,340 *
11	90,720 *
12	87,000 *
13	84,996 *
14	82,000 *
15	81,692 *
16	81,600 *
17	79,026 *
18	76,764 *
Average "*"	94,949
Average All	94,949

Member of NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	115,000
2	97,049
3	95,000
Average	102,350

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	157,750
2	134,000
3	130,750
4	130,000
5	125,939
6	123,227
7	122,000
8	119,772
9	117,550
10	116,237
11	112,000
12	110,500
13	105,189
14	103,001
15	102,570
16	100,000
17	99,990
18	98,063
19	95,000
20	91,100
21	90,441
22	82,600
23	80,600
24	80,300
Average	109,524

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	(125,000)
2	112,179
3	100,000
4	96,521
5	(96,400)
6	96,300
7	96,155
8	96,000
9	91,000
10	89,000
11	88,725
12	83,000
13	80,053
14	74,620
15	74,300
16	74,117
17	68,900
18	64,500
Average	89,265

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(115,000)
2	114,000
3	111,000
4	100,150
5	100,000
6	(96,400)
7	94,100
8	90,392
9	86,000
Average	100,782

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	101,500
2	90,000
3	87,000
4	86,000
5	79,800
6	77,741
7	77,500
8	74,500
9	74,000
10	73,300
11	73,000
12	68,000
13	66,521
14	66,000
15	65,000
16	63,790
17	62,714
18	62,600
19	62,500
20	61,000
21	59,000
22	57,310
23	55,100
24	55,068
25	47,804
26	47,100
Average	68,994

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	81,270
2	(70,000)
3	64,700
4	61,465
5	60,787
6	55,000
7	54,000
8	53,738
9	(51,744)
10	50,300
11	49,150
12	48,978
13	45,926
14	39,816
15	39,200
16	38,800
17	36,430
18	36,398
19	36,000
20	35,333
21	27,996
22	22,500
Average	48,161

TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	88,800
2	86,177
3	84,860
4	83,910
5	82,308
6	79,143
7	78,400
8	78,330
9	74,500
10	71,400
11	70,985
12	67,141
13	65,800
14	63,438
15	62,500
16	61,600
17	61,500
18	60,700
19	60,000
20	59,142
21	59,000
22	58,400
23	58,042
24	57,400
25	56,000
26	56,000
27	54,504
28	53,500
29	52,717
30	52,000
31	51,610
32	50,025
33	49,818
34	44,488
Average	64,533

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	104,800
2	103,300
3	(101,760)
4	98,753
5	94,000
6	92,700
7	90,528
8	89,700
9	88,000
10	87,250
11	86,981
12	86,032
13	80,600
14	78,000
15	77,876
16	77,800
17	74,620
18	71,600
19	66,144
20	64,605
Average	85,752

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	83,160
2	80,000
3	78,900
4	(70,000)
5	69,600
6	68,970
7	68,600
8	66,000
9	63,000
10	61,342
11	60,700
12	58,490
13	58,088
14	57,800
15	57,750
16	56,800
17	54,652
18	53,490
19	53,106
20	52,394
21	52,000
22	50,000
23	49,920
24	48,255
25	48,240
26	48,030
Average	60,357

ATLANTA
BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(91,100)
2	(70,000)
3	66,700
4	55,940
5	40,800
6	39,459
7	38,343
8	35,951
9	35,800
10	33,000
11	32,649
12	32,000
13	30,966
14	29,700
15	25,100
Average	43,834

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(91,100)
2	66,950
3	66,857
4	34,792
5	30,188
Average	57,977

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	64,500
2	62,300
3	60,500
4	56,260
5	53,700
6	51,250
7	50,844
8	48,600
9	48,500
10	47,071
11	46,543
12	46,000
13	45,890
14	45,000
15	43,970
16	43,500
17	43,272
18	42,808
19	42,446
20	42,160
21	41,700
22	41,400
23	41,000
24	40,240
25	37,689
26	32,950
27	29,100
Average	46,266

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	67,750
2	63,000
3	(62,500)
4	55,224
5	54,380
6	53,255
7	51,175
8	47,976
9	46,100
10	46,000
11	45,300
12	45,100
13	44,000
14	43,772
15	43,532
16	42,100
17	42,050
18	42,000
19	40,272
20	39,000
21	38,916
22	38,325
23	36,500
24	35,000
25	32,215
26	31,500
27	28,140
Average	45,003

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	77,800
2	59,560
3	59,232
4	57,708
5	57,450
6	57,000
7	54,000
8	53,280
9	52,951
10	52,250
11	50,010
12	50,000
13	49,092
14	49,074
15	48,573
16	46,800
17	46,452
18	45,500
19	41,208
20	41,000
21	39,018
22	35,300
23	34,771
Average	50,349

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	48,100
2	47,760
3	(47,340)
4	46,172
5	46,144
6	43,755
7	40,900
8	40,550
9	39,840
10	36,000
11	34,704
12	34,000
13	33,800
14	33,120
15	31,900
16	29,240
17	28,352
18	25,713
19	23,350
Average	37,407

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	78,500
2	74,000
3	72,400
4	(70,000)
5	66,500
6	66,100
7	62,500
8	60,500
9	60,009
10	58,800
11	58,325
12	57,918
13	54,500
14	53,783
15	53,384
16	51,900
17	50,700

(Continued)

TABLE II (Continued)
—ATLANTA REGION—

(Continued)

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
18	48,363
19	48,000
20	47,785
21	47,637
22	(47,340)
23	46,500
24	45,820
25	45,622
26	45,040
27	38,102
Average	55,927

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	99,500
2	90,000
3	(87,880)
4	83,700
5	82,921
6	82,400
7	81,700
8	81,420
9	81,046
10	79,400
11	79,000
12	78,000
13	78,000
14	75,040
15	74,634
16	72,760
17	71,400
18	71,000
19	69,800
20	68,031
21	67,691
22	67,000
23	64,800
24	64,716
25	64,699
26	57,120
27	51,500
Average	75,006

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	(87,880)
2	75,554
3	66,030
4	65,000
5	63,445
6	61,050
7	56,800
8	55,300
9	54,238
10	53,800
11	51,430
12	47,940
13	46,725
14	44,500
15	44,473
16	40,000
17	39,011
Average	56,069

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	64,064
2	50,806
3	47,520
4	43,122
5	40,000
6	38,002
7	36,991
8	33,290
9	30,186
10	30,157
11	30,000
Average	40,376

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	64,447
2	62,870
3	(62,000)
4	57,750
5	(57,000)
6	53,388
7	52,500
8	50,202
9	50,000
10	49,104
11	47,700
12	46,680
13	46,085
14	(46,005)
15	45,434
16	44,050
17	43,700
18	(43,000)
19	42,039
20	41,934
21	35,900
22	34,980
23	33,533
24	30,606
25	25,223
Average	46,645

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	73,868
2	71,950
3	67,976
4	64,020
5	(62,000)
6	60,156
7	59,371
8	(57,000)
9	51,327
10	50,000
11	49,820

(Continued)

TABLE II (Continued)
—ATLANTA REGION—

(Continued)

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
12	49,440
13	48,300
14	48,049
15	48,000
16	47,000
17	46,523
18	(46,005)
19	44,860
20	44,100
21	42,500
22	42,360
23	39,626
24	36,400
25	35,421
26	34,860
27	33,857
Average	50,177

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	58,011
2	54,063
3	51,786
4	51,500
5	48,700
6	48,150
7	48,000
8	47,182
9	46,378
10	44,254
11	44,070
12	43,202
13	43,196
14	(43,000)
15	42,200
16	42,053
17	42,048
18	42,000
19	41,308
20	39,600
21	38,850
22	38,830
23	38,500
24	38,030
25	37,730
26	37,037
27	36,175
28	35,712
Average	43,627

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	62,171
2	58,289
3	57,475
4	57,000
5	52,500
6	52,100
7	50,120
8	49,400
9	46,400
10	45,000
11	44,910
12	44,300
13	41,055
14	39,316
15	38,955
16	38,016
17	37,000
18	36,429
19	35,959
20	35,000
21	33,390
22	32,206
23	32,190
24	30,106
25	30,000
Average	43,171

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	93,355
2	91,453
3	90,577
4	85,000
5	82,594
6	80,079
7	76,000
8	75,500
9	74,686
10	73,253
11	72,800
12	71,675
13	70,700
14	69,185
15	63,934
16	63,070
17	62,700
18	60,660
19	60,245
20	48,346
21	44,500
22	30,524
23	29,014
Average	68,254

OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(125,000)
2	(115,000)
3	96,900
4	95,200
5	85,859
6	85,642
7	(80,000)
8	69,000
Average	94,075

TABLE II (Continued)
—ATLANTA REGION—

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	92,300
2	89,100
3	87,000
4	84,800
5	81,648
6	(80,000)
7	79,420
8	64,500
Average	82,346

OPERATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	(101,760)
2	88,837
3	77,173
4	66,912
5	66,581
6	55,400
7	(55,155)
Average	73,117

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	92,700
2	72,533
3	71,600
4	71,500
5	71,110
6	67,500
7	65,600
8	65,000
9	63,893
10	63,017
11	62,700
12	62,700
13	58,300
14	58,155
15	58,000
16	51,812
17	(51,744)
Average	65,168

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	95,000
2	77,850
3	76,685
4	76,000
5	72,000
6	70,854
7	70,000
8	66,000
9	61,810
10	58,000
11	51,800
12	50,900
13	48,700
14	46,000
15	41,160
16	36,700
17	36,250
18	36,000
Average	59,539

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	83,070
2	82,000
3	76,300
4	68,000
Average	77,343

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	62,500
2	62,000
3	60,648
4	58,000
5	57,500
6	56,322
7	55,400
8	54,876
9	53,022
10	52,688
11	50,650
12	50,000
13	41,000
14	39,455
15	35,059
Average	52,608

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	70,480
2	70,000
3	69,132
4	68,000
5	65,150
6	64,000
7	61,800
8	61,614
9	60,996
10	60,800
11	60,500
12	60,100
13	59,940
14	56,700
15	55,889
16	55,000
17	54,810
18	54,384
19	54,320

(Continued)

TABLE II (Continued)
—ATLANTA REGION—

(Continued)

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
20	54,080
21	53,900
22	52,420
23	52,138
24	50,630
25	42,220
26	42,210
27	36,900
Average	57,338

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	57,330
2	57,000
3	55,430
4	53,000
5	52,600
6	50,041
7	49,319
8	48,700
9	47,976
10	47,976
11	44,327
12	43,695
13	43,680
14	40,300
15	39,600
16	35,803
17	35,734
18	35,313
19	34,276
20	32,550
21	32,251
22	31,520
23	30,426
24	28,536
25	26,500
Average	42,155

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	100,110
2	87,600
3	85,000
4	84,500
5	81,710
6	80,973
7	80,000
8	(60,000)
Average	82,487

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	(98,209)
2	91,100
3	85,300
4	80,560
5	71,000
6	69,850
7	68,000
8	(60,000)
9	58,600
10	45,860
Average	72,848

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	71,300
2	66,135
3	65,000
4	62,400
5	62,381
6	60,191
7	58,622
8	57,400
9	56,100
10	55,330
11	51,896
12	50,000
13	48,566
14	47,323
15	46,374
16	45,860
17	45,025
18	44,302
19	44,285
20	44,200
21	42,600
22	38,000
23	35,448
24	34,166
25	32,958
Average	50,634

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	71,292
2	67,600
3	66,670
4	65,000
5	57,400
6	54,375
7	50,500
8	48,904
9	(41,200)
10	38,000
Average	56,094

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(98,209)
2	94,950
3	83,500
4	80,172
5	78,200
6	78,000
7	77,121
8	(74,666)
9	(72,340)
10	67,314
Average	80,447

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	83,750
2	(78,500)
3	73,055
4	71,226
5	68,500
6	61,500
7	56,938
8	55,000
9	54,000
10	52,200
11	51,065
12	50,000
13	(49,807)
14	(47,700)
15	43,864
16	42,817
17	42,793
18	41,811
19	40,520
20	38,500
Average	55,177

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	94,000
2	(78,500)
3	70,000
4	62,970
5	60,560
6	60,000
7	55,500
8	54,267
9	50,000
10	(49,807)
11	(47,700)
12	46,647
13	44,300
14	(41,200)
15	40,071
16	39,150
17	38,782
18	38,036
19	36,783
20	35,184
21	34,400
22	32,796
23	32,520
24	29,186
25	26,880
Average	47,970

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	98,200
2	95,000
3	95,000
4	88,700
5	84,673
6	83,000
7	78,000
8	41,725
9	38,472
10	30,000
Average	73,277

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	(125,000)
2	116,000
3	97,000
4	94,300
5	93,005
6	91,500
7	88,300
8	87,153
9	86,000
10	85,187
11	84,200
12	82,200
13	(77,875)
14	74,500
15	74,200
16	71,412
17	62,000
Average	87,637

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	114,000
2	(104,500)
3	85,000
4	(81,480)
5	74,460
6	69,087
7	62,800
Average	84,475

TABLE II (Continued)
—ATLANTA REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	79,647
2	78,700
3	75,202
4	63,806
5	61,709
6	61,008
7	59,586
8	59,232
9	57,550
10	55,650
11	55,250
12	51,134
13	48,700
14	44,242
15	42,257
16	40,116
17	38,980
18	37,574
19	36,800
Average	55,113

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	84,000
2	66,500
3	65,500
4	65,000
5	60,883
6	60,800
7	59,596
8	59,300
9	58,500
10	(55,155)
11	55,000
12	53,737
13	53,461
14	51,900
15	51,500
16	46,600
17	43,790

RANK	SALARY
18	42,600
19	40,867
20	35,951
Average	55,532

DEANS:
AGRICULTURE

RANK	SALARY
1	105,000
2	100,500
3	96,500
4	92,700
5	78,300
6	72,000
7	(62,772)
8	56,636
Average	83,051

DEANS:
ARCHITECTURE

RANK	SALARY
1	98,000
2	89,250
3	80,850
4	76,400
5	76,150
6	73,860
7	71,400
8	65,000
9	62,400
Average	77,034

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	130,000
2	104,500
3	97,300
4	96,300
5	95,000
6	94,000
7	92,170
8	88,700
9	81,806
10	80,000
11	77,000
12	76,250
13	75,627
14	71,400
15	64,368
16	63,000
17	58,170
Average	85,035

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	141,955
2	127,000
3	120,500
4	113,000
5	108,600
6	101,500
7	95,308
8	95,000
9	93,905
10	93,500
11	91,000
12	89,250
13	86,800
14	85,400
15	85,000
16	84,800
17	84,000
18	83,161
19	83,025
20	82,000
21	79,212
22	77,175
23	73,350
24	70,120
25	67,728
26	66,800
Average	91,503

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	80,000
2	76,451
3	73,000
4	67,500
5	65,856
6	65,500
7	64,200
8	63,150
9	63,000
10	58,380
11	58,350
12	57,407
13	54,953
14	53,772
15	53,263
16	43,361
Average	62,384

DEANS:
EDUCATION

RANK	SALARY
1	92,800
2	92,500
3	91,127
4	90,000
5	87,000
6	86,700
7	86,000
8	85,000
9	83,250
10	79,000
11	78,452
12	77,000
13	75,988
14	75,000
15	74,000
16	73,025
17	72,500
18	69,900
19	67,000
20	65,484
21	64,800
22	61,300

RANK	SALARY
23	60,316
24	59,800
25	56,202
Average	76,166

DEANS:
ENGINEERING

RANK	SALARY
1	150,000
2	108,300
3	105,500
4	104,256
5	99,275
6	97,000
7	95,000
8	94,239
9	93,000
10	90,780
11	90,100
12	90,000
13	86,300
14	84,000
15	79,310
16	78,372
17	78,000
18	76,620
19	70,000
20	65,692
Average	91,787

DEANS:
FINE ARTS

RANK	SALARY
1	81,364
2	75,446
3	74,500
4	73,000
5	66,050
6	53,040
Average	70,567

DEANS:
FORESTRY

RANK	SALARY
1	94,000
2	91,600
3	88,500
4	79,579
5	76,800
6	76,100
Average	84,430

DEANS:
GRADUATE

RANK	SALARY
1	114,000
2	(104,500)
3	95,500
4	90,600
5	88,300
6	86,800
7	84,300
8	82,000
9	81,558
10	81,305
11	80,980
12	80,250
13	80,000
14	76,000
15	74,000
16	73,600
17	68,190
18	65,299
19	65,126
20	62,038
21	60,324
22	60,000
23	52,500
Average	78,573

TABLE II (Continued)
—ATLANTA REGION—

DEANS:
HEALTH-RELATED PROFESSIONS

RANK	SALARY
1	105,000
2	92,392
3	89,500
4	80,980
5	76,500
6	75,317
7	70,500
8	62,800
9	60,700
Average	79,299

DEANS:
HOME ECONOMICS

RANK	SALARY
1	94,250
2	91,814
3	76,800
4	74,500
5	71,500
6	70,800
7	68,136
8	(62,772)
Average	76,322

DEANS:
HUMANITIES

RANK	SALARY
1	(89,600)
2	87,400
3	80,000
4	72,450
5	69,700
Average	79,830

DEANS:
JOURNALISM/ COMMUNICATION

RANK	SALARY
1	96,000
2	85,387
3	85,000

RANK	SALARY
4	80,000
5	74,500
6	72,500
7	68,340
8	67,450
Average	78,647

DEANS:
LAW

RANK	SALARY
1	120,500
2	113,000
3	105,000
4	104,540
5	104,500
6	104,272
7	100,500
8	95,400
9	95,200
10	95,000
11	88,960
12	86,880
Average	101,146

DEANS:
LIBERAL ARTS

RANK	SALARY
1	90,700
2	82,000
3	79,342
4	75,988
5	72,500
Average	80,106

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	85,000
2	82,000
3	70,400
4	64,000
5	58,250
Average	71,930

DEANS:
MUSIC

RANK	SALARY
1	87,000
2	78,952
3	70,023
4	67,118
Average	75,773

DEANS:
SCIENCE

RANK	SALARY
1	(97,009)
2	93,000
3	91,800
4	86,920
5	81,000
6	79,212
7	75,000
8	58,884
Average	82,853

ATLANTA

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	94,000
2	(89,600)
3	88,000
4	86,448
5	68,000
Average	85,210

DEANS:
SOCIAL WORK

RANK	SALARY
1	109,000
2	85,500
3	79,253
4	78,500
5	78,000
6	68,000
7	61,506
Average	79,966

TABLE II (Continued)
—ATLANTA REGION—

DEANS: UNDERGRADUATE STUDIES

RANK	SALARY
1	80,500
2	79,000
3	76,354
4	73,780
Average	77,409

MEDICAL DEANS: DENTISTRY

RANK	SALARY
1	125,500
2	119,000
3	108,900
4	99,762
5	86,700
Average	107,972

MEDICAL DEANS: MEDICINE

RANK	SALARY
1	175,000
2	168,000
3	159,100
4	155,000
5	143,200
6	123,988
7	122,699
8	104,500
9	104,244
10	93,600
Average	134,933

MEDICAL DEANS: NURSING

RANK	SALARY
1	110,000
2	93,300
3	93,004
4	89,291
5	84,493
6	78,000
7	77,188
8	74,500
9	73,500
10	70,000
11	68,802
12	68,600
13	68,500
14	66,570
15	65,214
16	60,384
17	60,000
Average	76,550

MEDICAL DEANS: PHARMACY

RANK	SALARY
1	103,150
2	99,960
3	96,750
4	92,300
5	90,000
6	71,137
Average	92,216

MEDICAL DEANS: PUBLIC HEALTH

RANK	SALARY
1	136,000
2	122,800
3	116,630
Average	125,143

MEDICAL DEANS: VETERINARY MEDICINE

RANK	SALARY
1	103,500
2	94,000
3	82,000
4	81,600
Average	90,275

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota-Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	140,000
2	139,320
3	126,225
4	117,000
5	115,000
6	115,000
7	110,000
Average	123,221

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	147,000
2	131,000
3	130,000
4	127,000
5	125,000
6	120,000
7	116,735
8	116,600
9	114,400
10	113,004
11	108,500
12	107,500
13	105,000
14	99,800
15	98,000
16	97,500
17	97,439
18	97,398
19	90,972
20	90,000
21	83,220
Average	110,289

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	(121,560)
2	114,500
3	109,747
4	109,000
5	103,246
6	101,650
7	91,200
8	(91,000)
9	90,815
10	(89,688)
11	87,900
12	87,588
13	(86,500)
14	86,148
15	85,008
16	83,118
17	80,628
18	75,400
Average	94,150

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(121,560)
2	114,750
3	114,500
4	102,200
5	96,500
6	92,000
7	(91,000)
8	(89,688)
9	(86,500)
10	86,250
11	85,000
12	83,460
13	82,000
Average	95,801

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	93,800
2	93,090
3	92,640
4	92,223
5	89,068
6	88,275
7	83,200
8	80,550
9	79,600
10	77,085
11	76,577
12	76,100
13	75,000
14	74,000
15	66,420
16	66,204
17	65,772
18	65,727
19	65,484
20	65,100
21	64,000
22	63,363
23	63,023
24	63,000
25	62,600
26	61,000
27	56,115
28	55,924
Average	73,391

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	89,657
2	73,600
3	65,004
4	64,000
5	58,000
6	57,000
7	56,600
8	55,590
9	55,128
10	51,000
11	49,800
12	48,350
13	48,275
14	46,080

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
15	45,900
16	44,251
17	43,950
18	42,000
19	41,800
20	40,300
21	39,899
22	37,116
23	36,804
24	36,550
25	35,000
26	27,060
Average	49,566

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	98,000
2	86,000
3	85,620
4	84,000
5	80,040
6	79,501
7	77,300
8	75,000
9	73,500
10	71,500
11	70,689
12	70,600
13	70,500
14	70,300
15	69,431
16	68,900
17	67,700
18	67,000
19	66,800
20	65,628
21	65,600
22	65,100
23	64,882
24	64,673
25	62,550
26	61,284
27	58,200
28	(55,000)
29	54,700
30	53,800
31	50,928
32	49,600
33	45,400
34	43,464
Average	67,447

ACADEMIC OFFICERS: VICE PRESIDENT FOR HEALTH AFFAIRS/SCIENCE

RANK	SALARY
1	182,100
2	158,500
3	109,666
4	79,012
Average	132,320

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	135,000
2	101,500
3	99,500
4	96,840
5	(89,950)
6	87,914
7	87,000
8	86,000
9	86,000
10	84,000
11	83,800
12	82,500
13	81,588
14	80,650
15	79,560
16	75,000
17	74,232
18	73,451
19	72,760
20	(72,685)
21	(70,800)
22	65,600
Average	84,833

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	100,500
2	79,500
3	76,000
4	75,700
5	70,080
6	68,964
7	66,520
8	66,415
9	65,400
10	65,396
11	(64,650)
12	64,500
13	63,000
14	60,800
15	60,200
16	55,314
17	53,561
18	53,100
19	51,576
20	51,000
21	50,400
22	49,580
23	47,200
Average	63,450

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK	SALARY
1	76,000
2	60,960
3	57,800
4	51,996
5	51,750
6	51,548
7	48,500
8	48,500
9	39,464
10	38,085
11	37,464
12	35,650
13	35,237
Average	48,689

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	67,300
2	67,100
3	(64,650)
4	54,716
5	48,500
6	31,137
Average	55,567

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	67,146
2	61,213
3	57,158
4	55,126
5	54,696
6	52,890
7	52,800
8	52,500
9	52,000
10	51,350
11	50,000
12	49,400
13	46,320
14	46,179
15	46,092
16	45,456
17	44,600
18	43,440
19	42,600
20	41,559
21	41,397
22	38,350
23	36,104
24	34,503
Average	48,453

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	68,000
2	67,000
3	59,100
4	57,200
5	51,800
6	51,000
7	48,900
8	47,458
9	45,804
10	45,600
11	45,000
12	44,552
13	44,360
14	43,675
15	42,750
16	42,700
17	41,575
18	39,999
19	37,050
20	36,010
Average	47,977

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	90,000
2	76,300
3	70,600
4	66,415
5	65,467
6	60,960
7	55,900
8	55,450
9	54,344
10	54,168
11	53,200
12	52,799
13	52,704
14	50,918
15	50,676
16	45,632
17	41,400
18	39,800
19	34,350
20	32,061
Average	55,157

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	70,920
2	60,000
3	52,000
4	50,125
5	45,600
6	45,516
7	43,032
8	41,616
9	41,098
10	39,500
11	38,400
12	37,382
13	37,050
14	36,358
15	35,547
16	34,300
17	32,800
18	30,500
19	29,468
20	27,298
21	23,000
Average	40,548

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	97,680
2	90,500
3	81,800
4	69,091
5	66,629
6	66,000
7	64,650
8	63,000
9	62,400
10	60,000
11	59,150
12	59,000
13	58,716
14	58,350
15	56,022
16	54,600
17	53,761
18	53,004
19	52,212
20	49,750
21	46,650
22	44,000
Average	62,135

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	96,000
2	95,520
3	95,500
4	87,000
5	87,000
6	86,670
7	86,400
8	85,000
9	84,123
10	82,450
11	82,029
12	81,000
13	80,000
14	(76,380)
15	71,900
16	71,700
17	71,448
18	71,000
19	68,000
20	67,000
21	64,000
22	61,920
23	60,500
Average	78,806

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	(76,380)
2	72,700
3	72,000
4	68,480
5	67,000
6	64,260
7	60,184
8	60,000
9	59,000
10	55,000
11	53,906
12	51,000
13	50,400
Average	62,332

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	98,200
2	73,000
3	60,413
4	50,850
5	50,352
6	46,970
7	46,721
8	45,240
9	45,209
10	44,436
11	39,626
12	38,000
13	35,117
14	31,535
Average	50,405

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	80,265
2	73,000
3	72,500
4	68,682
5	64,000
6	63,700
7	63,048
8	60,372
9	60,360
10	58,404
11	58,145
12	57,744
13	57,300
14	56,850
15	56,747
16	56,500
17	(55,946)
18	55,776
19	55,650
20	53,315
21	50,030
22	50,000
23	48,620
24	47,000
25	45,000
Average	58,758

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	75,050
2	71,900
3	62,100
4	61,835
5	60,000
6	59,700
7	57,900
8	57,800
9	57,800
10	57,492
11	56,966
12	(55,946)
13	55,776
14	53,400
15	53,230
16	52,080
17	50,938
18	50,000
19	49,692
20	49,305
21	49,238
22	48,000
23	47,000
24	46,605
25	45,275
26	44,220
27	43,100
Average	54,531

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	67,792
2	61,900
3	60,163
4	59,000
5	58,586
6	57,100
7	56,410
8	55,776
9	54,000
10	54,000
11	53,400
12	52,200
13	50,004
14	50,000
15	49,305
16	49,290
17	48,946
18	48,468
19	48,300
20	47,532
21	47,425
22	47,400
23	44,000
24	40,823
25	40,580
26	36,598
27	36,500
28	36,150
Average	50,416

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	85,500
2	78,938
3	71,400
4	70,193
5	65,050
6	61,000
7	60,850
8	59,882
9	58,188
10	57,800
11	57,216
12	57,204
13	56,100
14	54,121
15	46,960
16	46,535
17	42,900
18	42,900
19	42,261
20	42,000
21	41,536
22	40,992
23	40,776
24	40,280
25	39,795
26	36,826
Average	53,739

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	113,490
2	100,672
3	89,031
4	88,740
5	87,967
6	84,775
7	83,995
8	83,520
9	77,760
10	74,160
11	72,705
12	67,000
13	65,100
14	64,061
15	63,017
16	62,281
17	62,240
18	60,300
19	57,852
20	56,200
21	55,300
22	53,772
23	48,979
24	37,068
Average	71,249

TABLE II (Continued)
—CHICAGO REGION—

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(89,950)
2	84,900
3	84,555
4	83,000
5	81,000
6	76,380
7	74,381
8	(72,685)
9	(70,800)
10	67,000
Average	78,465

OPERATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	96,840
2	95,000
3	78,000
4	(72,685)
5	71,448
Average	82,795

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	81,000
2	80,200
3	(75,000)
4	74,544
5	73,638
6	69,240
7	65,790
8	63,850
9	63,500
10	60,759
11	60,750
12	60,000
13	53,859
14	49,500
15	48,820
16	48,748
Average	64,325

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	81,000
2	77,880
3	73,440
4	69,238
5	69,225
6	68,500
7	(67,788)
8	66,560
9	66,400
10	66,000
11	64,896
12	60,085
13	59,500
14	57,651
15	56,928
16	52,000
17	51,156
18	40,280
19	39,500
20	39,323
21	23,500
Average	59,564

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	81,000
2	64,000
3	61,100
4	60,000
5	60,000
6	58,440
7	55,600
8	52,200
9	51,635
10	50,500
11	49,000
12	47,167
13	43,661
14	43,200
15	42,558
Average	54,671

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	84,000
2	78,000
3	76,799
4	71,037
5	69,000
6	69,000
7	68,700
8	68,569
9	67,450
10	63,000
11	62,701
12	61,215
13	60,156
14	59,808
15	59,400
16	59,250
17	57,150
18	57,000
19	56,696
20	56,498
21	55,400
22	54,504
23	49,700
24	46,750
Average	62,991

TABLE II (Continued)
—CHICAGO REGION—

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	63,400
2	59,500
3	58,830
4	58,600
5	58,500
6	55,000
7	54,000
8	53,050
9	52,000
10	51,893
11	50,500
12	50,300
13	49,000
14	48,911
15	47,900
16	47,600
17	47,059
18	46,104
19	45,120
20	43,972
21	43,954
22	42,918
23	41,316
24	34,125
25	32,200
Average	49,430

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	(85,000)
2	82,356
3	82,000
4	80,796
5	76,200
6	75,000
7	72,500
8	(65,000)
9	59,460
Average	75,368

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	87,128
2	77,600
3	68,000
4	67,400
5	67,000
Average	73,426

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	59,000
2	55,800
3	55,324
4	55,080
5	54,705
6	54,659
7	54,500
8	53,500
9	52,068
10	49,220
11	45,768
12	45,400
13	44,000
14	43,500
15	39,000
16	37,000
17	36,414
18	35,749
Average	48,372

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	89,160
2	(75,000)
3	69,500
4	(67,788)
5	66,415
6	55,000
7	49,980
8	47,579
9	47,230
10	34,270
Average	60,192

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	130,000
2	96,360
3	(85,000)
4	76,572
5	76,200
6	73,563
7	73,400
8	70,941
9	67,080
Average	83,235

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	79,560
2	68,900
3	65,500
4	56,176
5	55,600
6	53,904
7	52,804
8	48,600
9	47,707
10	44,545
11	38,800
Average	55,645

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	93,600
2	65,620
3	55,565
4	54,450
5	53,313
6	50,064
7	47,000
8	46,550
9	46,000
10	42,727
11	41,553
12	37,737
13	36,000
14	35,754
15	35,200
16	33,144
17	32,952
18	32,588
19	30,996
20	30,024
Average	45,042

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	111,120
2	104,486
3	74,709
4	61,500
Average	87,954

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	102,500
2	95,500
3	93,100
4	87,128
5	82,998
6	82,000
7	77,800
8	70,400
Average	86,428

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	84,379
2	74,880
3	66,000
4	65,150
5	62,640
6	62,500
7	60,600
8	59,632
9	58,542
10	58,459
11	54,264
12	53,250
13	53,118
14	52,300
15	50,950
16	49,000
17	48,781
18	47,904
19	46,764
20	42,470
21	38,050
22	37,395
Average	55,774

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	67,900
2	62,850
3	59,436
4	58,293
5	57,650
6	56,800
7	55,124
8	54,768
9	53,916
10	52,000
11	51,200
12	51,000
13	49,502
14	47,500
15	41,550
16	41,172
17	40,400
18	37,050
Average	52,117

DEANS:
AGRICULTURE

RANK	SALARY
1	112,450
2	105,000
3	102,100
4	98,900
5	74,210
Average	98,532

DEANS:
ARCHITECTURE

RANK	SALARY
1	96,120
2	93,745
3	93,028
4	86,656
5	80,000
6	72,567
7	70,955
Average	84,724

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	125,307
2	120,000
3	108,825
4	99,544
5	90,000
6	87,500
7	87,415
8	86,000
9	85,600
10	85,500
11	85,224
12	84,000
13	83,978
14	82,650
15	81,063
16	79,800
17	72,864
18	72,500
19	69,000
20	57,750
Average	87,226

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	142,616
2	127,200
3	104,728
4	104,728
5	102,700
6	102,150
7	102,000
8	101,115
9	94,000
10	92,046
11	90,850
12	88,590
13	85,000
14	84,000
15	81,748
16	81,577
17	81,500
18	80,695
19	80,592
20	79,988
21	79,500
22	78,947
23	77,500
24	75,100
25	72,000
26	70,000
27	67,476
Average	89,939

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	102,500
2	82,500
3	81,000
4	78,459
5	77,100
6	76,920
7	76,000
8	73,000
9	72,803
10	72,800
11	72,048
12	71,455
13	71,000
14	70,283
15	69,390
16	66,072
17	65,964
18	60,500
19	60,276
20	54,000
21	52,000
22	39,600
Average	70,258

DEANS:
EDUCATION

RANK	SALARY
1	102,500
2	99,700
3	98,000
4	93,120
5	89,000
6	87,000
7	86,430
8	85,040
9	84,534
10	84,300
11	84,300
12	84,220
13	79,832
14	78,000
15	76,000
16	75,516
17	74,900
18	74,520
19	74,481
20	72,867
21	69,600
22	67,800
23	67,389
24	67,000
25	65,000
26	64,200
Average	80,202

DEANS:
ENGINEERING

RANK	SALARY
1	125,278
2	110,520
3	109,415
4	105,437
5	105,000
6	102,825
7	101,000
8	100,900
9	98,700
10	95,000
11	94,764
12	92,530
13	91,700
14	84,600
15	81,998

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

DEANS:
ENGINEERING

RANK	SALARY
16	80,000
17	79,000
18	77,396
19	76,000
20	74,868
Average	94,347

DEANS:
FINE ARTS

RANK	SALARY
1	84,300
2	82,700
3	81,000
4	77,150
5	76,608
6	75,288
7	74,600
8	74,200
9	73,958
10	72,453
11	68,400
12	62,796
13	61,200
Average	74,204

DEANS:
GRADUATE

RANK	SALARY
1	105,996
2	105,300
3	99,480
4	90,500
5	80,000
6	(77,400)
7	72,540
8	72,373
9	68,582
10	67,850
11	66,729
12	66,650
13	65,850
14	65,208
15	63,600
16	60,000
17	55,500
Average	75,503

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	89,000
2	82,080
3	78,500
4	67,932
5	63,220
6	60,000
7	53,100
Average	70,547

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	97,417
2	90,296
3	80,850
4	79,000
5	73,800
6	72,500
7	71,800
8	34,700
Average	75,045

DEANS:
HOME ECONOMICS

RANK	SALARY
1	89,300
2	89,100
3	88,680
4	78,500
5	53,943
Average	79,905

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	93,500
2	85,700
3	80,280
4	79,000
5	76,952
6	58,000
Average	78,905

DEANS:
LAW

RANK	SALARY
1	135,000
2	128,400
3	123,000
4	120,000
5	118,680
6	116,000
7	108,250
8	107,395
9	103,000
10	98,088
11	95,736
12	90,972
13	85,000
Average	109,963

DEANS:
LIBERAL ARTS

RANK	SALARY
1	92,000
2	72,036
3	60,000
Average	74,679

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	89,068
2	79,000
3	73,500

(Continued)

TABLE II (Continued)
—CHICAGO REGION—

(Continued)

DEANS:
LIBRARY SCIENCE

RANK	SALARY
4	70,200
5	55,916
Average	73,537

DEANS:
MUSIC

RANK	SALARY
1	99,000
2	94,925
3	92,746
4	76,920
5	74,050
6	67,890
Average	84,255

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	102,000
2	100,000
3	90,120
Average	97,373

DEANS:
SCIENCE

RANK	SALARY
1	103,950
2	96,120
3	75,049
4	68,940
5	61,056
6	59,510
Average	77,438

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	100,500
2	100,500
3	99,120
4	63,780
Average	90,975

DEANS:
SOCIAL WORK

RANK	SALARY
1	121,429
2	89,400
3	84,250
4	83,760
5	80,250
6	70,200
Average	88,215

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	78,400
2	74,280
3	73,260
4	72,200
5	67,000
6	61,024
Average	71,027

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	109,790
2	105,960
3	100,775
4	96,300
5	95,996
6	81,540
Average	98,394

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	198,679
2	182,100
3	147,000
4	125,004
5	119,600
6	114,700
7	108,360
8	107,100
9	99,000
Average	133,505

MEDICAL DEANS:
NURSING

RANK	SALARY
1	113,255
2	98,000
3	97,482
4	93,900
5	92,160
6	91,505
7	88,945
8	81,300
9	79,050
10	75,000
11	67,776
12	61,100
Average	86,623

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	115,944
2	105,840
3	98,900
4	96,547
5	91,600
6	88,922
7	74,535
Average	96,041

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	114,110
2	96,525
3	96,000
4	92,340
5	79,026
Average	95,600

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-three participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
Texas Woman's University
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	157,000
2	144,000
3	133,156
4	126,000
5	113,000
6	106,000
7	105,000
8	103,000
9	100,000
10	100,000
11	99,225
12	94,150
13	85,000
14	83,555
15	74,335
16	74,335
17	74,335
18	59,160
Average	101,736

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	135,000
2	105,000
3	96,500
4	93,240
5	93,000
6	87,200
7	83,585
8	75,567
9	75,331
10	71,400
11	70,900
12	70,000
13	69,919
14	67,728
15	67,486
16	64,700
17	61,435
18	61,126
19	60,000
Average	79,427

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	120,000
2	102,586
3	90,772
4	90,250
5	70,900
Average	94,902

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	81,000
2	73,980
3	73,100
4	70,000
5	69,360
6	69,300
7	68,545
8	66,700
9	66,500
10	65,000
11	63,600
12	62,242
13	61,241
14	57,000
15	56,232
16	55,964
17	55,008
18	54,150
19	51,962
20	50,811
21	50,035
22	49,759
23	45,100
Average	61,591

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	57,700
2	51,453
3	49,220
4	46,972
5	42,412
6	41,895
7	39,123
8	38,520
9	37,400
10	33,920
11	33,720
12	32,760
13	28,000
Average	41,007

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	103,920
2	95,467
3	75,750
4	74,200
5	71,800
6	70,000
7	65,725
8	(65,376)
9	65,000
10	64,512
11	64,100
12	63,467
13	63,000
14	61,241
15	56,000
16	54,100
17	53,959
18	53,563
19	51,858
20	51,548
21	50,973
22	50,940
23	50,724
24	50,000
25	49,107
26	48,600
27	45,294
28	44,000

(Continued)

(Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
29	44,000
30	43,356
31	40,222
32	39,922
33	31,767
Average	57,985

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	104,000
2	97,000
3	94,238
4	88,600
5	84,500
6	84,090
7	81,996
8	80,435
9	76,751
10	76,465
11	76,000
12	74,300
13	73,725
14	72,000
15	69,919
16	67,486
17	67,228
18	64,050
19	61,820
20	61,524
21	61,000
Average	77,006

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	71,307
2	69,000
3	68,300
4	63,500
5	62,500
6	56,000
7	55,085
8	55,000
9	51,100
10	50,880
11	48,676
12	47,280
13	46,100
14	44,193
15	44,000
16	42,200
17	40,247
18	39,105
Average	53,026

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	50,700
2	48,000
3	47,160
4	44,280
5	43,252
6	40,600
7	40,355
8	39,420
9	35,304
10	34,000
11	30,414
12	25,524
13	23,868
Average	38,683

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	74,200
2	59,232
3	54,000
4	50,541
5	50,000
6	48,141
7	44,732
8	39,866
9	39,864
10	32,640
Average	49,322

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	58,600
2	56,150
3	50,694
4	50,400
5	46,000
6	45,660
7	44,674
8	44,500
9	44,201
10	43,000
11	40,991
12	40,853
13	40,500
14	40,320
15	38,916
16	38,160
17	37,500
18	36,771
19	35,700
20	34,019
21	32,000
22	28,760
23	26,577
Average	41,519

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	56,084
2	53,600
3	53,000
4	52,860
5	45,864
6	43,050
7	43,000

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
8	42,500
9	42,378
10	41,500
11	41,300
12	35,712
13	35,092
14	32,448
15	30,500
16	26,000
Average	42,181

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	74,200
2	60,680
3	56,000
4	54,639
5	52,440
6	(44,000)
7	43,000
8	42,900
9	40,800
10	33,700
11	31,503
Average	48,533

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	48,204
2	44,000
3	(44,000)
4	37,800
5	37,665
6	32,000
7	31,874
8	31,606
9	30,240
10	30,210
11	29,916
12	28,560
13	24,684
14	24,492
Average	33,947

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	59,100
2	57,000
3	56,300
4	53,004
5	52,500
6	52,328
7	49,020
8	48,960
9	48,886
10	48,750
11	48,000
12	44,540
13	44,000
14	43,100
15	42,384
16	41,790
17	40,200
18	40,078
19	34,657
20	28,776
21	24,376
Average	45,607

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	89,000
2	83,200
3	80,360
4	78,996
5	75,000
6	74,650
7	73,048
8	71,478
9	70,000
10	68,500
11	67,265
12	64,422
13	64,000
14	63,700
15	63,560
16	62,130
17	60,900
18	56,000
Average	70,345

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,254
2	58,580
3	55,008
4	51,000
5	50,100
6	48,989
7	46,884
8	46,500
9	45,676
10	44,040
11	44,038
12	42,680
13	42,412
14	41,000
15	40,786
16	35,938
Average	47,493

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	51,100
2	48,723
3	46,184
4	44,500
5	44,000
6	39,600
7	36,500

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
8	33,024
9	32,484
10	31,983
11	24,860
12	21,118
Average	37,840

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	66,500
2	63,000
3	61,600
4	(57,996)
5	54,200
6	(50,000)
7	49,725
8	49,647
9	(49,100)
10	48,873
11	47,547
12	47,520
13	40,023
14	39,672
15	39,500
16	39,312
17	35,789
18	34,804
19	33,004
20	31,880
21	30,000
Average	46,176

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	60,000
2	(57,996)
3	56,321
4	53,116
5	52,000
6	(49,100)
7	48,654
8	45,975
9	45,672
10	45,573
11	45,471
12	45,218
13	43,956
14	42,923
15	41,516
16	40,104
17	40,000
18	40,000
19	39,200
20	33,435
21	32,451
Average	45,651

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	57,108
2	52,000
3	50,000
4	50,000
5	49,759
6	46,884
7	45,218
8	43,000
9	42,000
10	40,200
11	39,696
12	39,200
13	35,748
14	35,681
15	35,156
16	34,382
17	34,190
18	32,798
19	32,209
20	31,500
21	27,740
22	26,917
Average	40,063

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	66,500
2	52,536
3	52,341
4	51,194
5	48,900
6	48,500
7	47,700
8	43,744
9	39,755
10	37,136
11	36,762
12	36,744
13	32,640
14	31,974
15	31,463
16	30,749
17	30,295
18	30,000
19	29,000
20	28,453
21	26,000
Average	39,637

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	85,170
2	71,750
3	71,256
4	70,350
5	69,200
6	68,600
7	67,789
8	65,254
9	62,200
10	58,916
11	56,695
12	55,697
13	52,350
14	50,677

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
15	45,000
16	35,332
17	30,960
18	27,036
Average	58,013

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	90,000
2	84,000
3	75,355
4	71,449
5	69,919
6	68,383
7	67,265
8	61,422
Average	73,474

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	80,708
2	79,040
3	64,588
4	59,030
5	59,000
6	53,560
7	48,728
8	47,700
Average	61,544

OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	58,486
2	58,000
3	57,720
4	57,400
5	56,160
6	55,043
7	53,550
8	50,000
9	48,474
10	47,000
11	46,677
12	43,000
13	35,400
14	31,456
Average	49,883

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	58,600
2	45,866
3	39,500
4	39,000
Average	45,742

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	76,560
2	70,959
3	66,950
4	64,100
5	63,744
6	59,705
7	58,500
8	57,000
9	56,000
10	54,750
11	52,003
12	51,246
13	50,625
14	50,133
15	48,500
16	48,312
17	46,865
18	46,247
19	45,825
20	40,228
21	38,767
22	37,627
Average	53,848

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	58,830
2	52,500
3	50,004
4	49,650
5	49,299
6	45,208
7	43,870
8	40,874
9	40,000
10	40,000
11	38,636
12	37,500
13	36,852
14	36,773
15	35,000
16	34,786
17	27,720
Average	42,206

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	82,000
2	75,355
3	72,451
4	69,300
5	68,000
6	66,300
7	63,700
8	42,350
Average	67,432

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	60,000
2	58,200
3	55,000
4	51,912
5	50,780
6	49,831
7	48,000
8	47,502
9	45,218
10	43,215
11	41,519
12	40,599
13	34,356
14	33,578
15	33,001
16	32,800
Average	45,344

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	93,600
2	90,200
3	85,500
4	82,000
5	59,000
6	55,480
Average	77,630

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	66,951
2	62,600
3	59,996
4	56,245
5	49,713
6	49,470
7	49,266
8	42,000
9	35,000
10	33,950
Average	50,519

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	61,800
2	58,265
3	55,000
4	54,000
5	53,000
6	49,800
7	45,528
8	43,825
9	42,264
10	39,500
11	35,000
12	31,488
13	31,000
14	28,652
15	27,965
Average	43,806

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	81,147
2	70,764
3	69,351
4	51,965
5	43,536
Average	63,353

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	94,000
2	85,500
3	68,300
Average	82,600

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	100,800
2	82,000
3	73,000
4	72,785
5	67,266
Average	79,170

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	92,724
2	87,300
3	69,086
4	63,140
5	61,000
6	57,997
7	55,500
8	55,200
9	55,080
10	49,028
11	47,400
12	44,640
13	41,500
14	41,223
15	39,300
16	36,225
17	30,469
Average	54,518

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	60,000
2	52,000
3	51,874
4	50,624
5	50,605
6	49,800

(Continued)

TABLE II (Continued)
—DALLAS REGION—

(Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
7	49,686
8	48,500
9	48,000
10	43,484
11	42,900
12	40,700
13	(38,755)
14	37,165
15	36,400
16	31,678
Average	45,761

DEANS:
AGRICULTURE

RANK	SALARY
1	150,000
2	91,900
3	90,000
4	82,000
5	70,776
6	70,000
7	69,000
8	53,189
9	52,000
Average	80,985

DEANS:
ARCHITECTURE

RANK	SALARY
1	104,332
2	94,500
3	79,500
4	75,000
5	73,700
6	72,000
7	71,820
8	70,776
Average	80,204

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	91,900
2	88,800
3	88,500
4	88,000
5	82,000
6	78,000
7	72,211
8	70,776
9	65,736
10	65,000
11	61,925
12	54,000
Average	75,571

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	140,000
2	129,600
3	125,000
4	115,625
5	95,000
6	89,500
7	88,000
8	83,000
9	78,000
10	78,000
11	76,262
12	70,776
13	65,736
14	64,968
15	64,841
16	63,650
17	61,925
18	60,000
19	58,028
20	58,000
Average	83,296

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	74,000
2	70,776
3	66,250
4	64,968
5	61,925
6	57,962
7	56,023
8	44,291
9	41,501
Average	59,744

DEANS:
EDUCATION

RANK	SALARY
1	102,720
2	90,100
3	90,000
4	85,000
5	78,000
6	73,500
7	73,300
8	72,566
9	70,776
10	68,420
11	68,075
12	65,736
13	65,307
14	64,968
15	64,713
16	61,950
17	61,925
18	58,800
19	56,000
20	55,710
21	54,994
22	53,000
Average	69,798

TABLE II (Continued)
—DALLAS REGION—

DEANS:
ENGINEERING

RANK	SALARY
1	150,000
2	145,000
3	115,011
4	105,000
5	104,800
6	94,000
7	92,000
8	88,000
9	87,996
10	85,000
11	84,000
12	80,703
13	73,865
14	70,776
15	69,500
16	65,931
17	63,222
Average	92,636

DEANS:
FINE ARTS

RANK	SALARY
1	97,000
2	72,439
3	67,400
4	66,300
5	64,305
6	(64,000)
Average	71,907

DEANS:
GRADUATE

RANK	SALARY
1	101,000
2	92,220
3	83,600
4	82,000
5	82,000
6	72,996
7	71,086
8	70,776
9	61,925

RANK	SALARY
10	60,850
11	56,354
12	52,400
13	51,000
14	49,822
Average	70,574

DEANS:
HEALTH-RELATED PROFESSIONS

RANK	SALARY
1	90,667
2	(69,966)
3	64,927
4	55,000
Average	70,140

DEANS:
HOME ECONOMICS

RANK	SALARY
1	76,360
2	69,996
3	65,120
4	51,550
Average	65,757

DEANS:
LAW

RANK	SALARY
1	150,000
2	125,000
3	115,400
4	86,511
5	81,500
6	73,725
Average	105,356

DEANS:
LIBERAL ARTS

RANK	SALARY
1	122,000
2	103,680
3	81,000
4	65,866
5	64,269
6	62,000
7	57,000
Average	79,402

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	83,000
2	73,000
3	63,700
4	62,398
Average	70,525

DEANS:
SCIENCE

RANK	SALARY
1	115,000
2	113,004
3	94,500
4	93,280
5	84,800
6	77,000
7	73,394
8	63,600
9	62,370
10	53,528
Average	83,048

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	91,600
2	84,800
3	(58,857)
Average	78,419

TABLE II (Continued)
—DALLAS REGION—

DEANS:
SOCIAL WORK

RANK	SALARY
1	94,500
2	75,000
3	72,400
4	65,432
Average	76,833

DEANS:
UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	103,680
2	75,000
3	67,638
4	67,100
5	60,000
6	60,000
Average	72,236

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	165,000
2	115,987
3	98,385
Average	126,457

MEDICAL DEANS:
NURSING

RANK	SALARY
1	97,000
2	74,000
3	73,800
4	(69,966)
5	66,000
6	60,117
Average	73,481

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	121,000
2	95,500
3	91,178
4	66,000
Average	93,420

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	130,000
2	98,500
3	84,996
Average	104,499

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	109,000
2	105,552
3	101,200
4	99,567
5	96,000
6	89,804
7	86,000
8	78,156
9	76,220
10	74,778
11	73,250
12	70,000
Average	88,294

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	101,640
2	95,957
3	87,500
4	82,000
5	75,000
6	71,600
7	70,000
8	(66,354)
9	65,000
10	64,600
11	63,900
Average	76,686

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	98,004
2	90,100
3	81,000
4	(66,354)
Average	83,865

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	85,490
2	68,594
3	62,760
4	62,100
5	60,000
6	56,370
7	52,500
8	50,000
9	50,000
10	50,000
11	50,000
12	45,478
13	40,511
Average	56,446

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	54,522
2	53,500
3	44,700
4	37,200
5	35,500
6	35,300
7	34,400
8	31,500
9	29,556
10	27,500
11	24,484
Average	37,106

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	75,923
2	72,816
3	60,800
4	58,000
5	55,440
6	54,000
7	50,040
8	49,400
9	48,900
10	45,759
11	44,616
12	42,660
13	39,575
14	39,100
Average	52,645

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	82,500
2	80,906
3	75,000
4	75,000
5	70,000
6	69,000
7	65,500
8	56,288
9	54,000
10	44,000
Average	67,219

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	64,400
2	61,657
3	60,000
4	52,595
5	51,500
6	42,400
7	39,520
8	37,270
9	37,068
10	29,000
Average	47,541

TABLE II (Continued)
—DENVER REGION—

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK	SALARY
1	49,040
2	46,000
3	30,500
Average	41,847

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	67,387
2	55,000
3	47,400
4	34,900
5	30,057
6	26,535
Average	43,547

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	53,647
2	48,500
3	41,600
4	40,200
5	37,500
6	35,069
7	33,096
8	31,550
9	26,340
10	26,000
11	23,665
Average	36,106

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	54,228
2	44,000
3	43,500
4	36,552
5	32,000
6	29,420
7	26,832
8	21,600
Average	36,017

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	66,462
2	61,800
3	56,724
4	56,000
5	55,321
6	52,600
7	51,000
8	41,600
9	36,000
10	22,750
Average	50,026

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	53,647
2	(50,000)
3	40,500
4	39,660
5	29,364
6	27,648
7	25,850
8	24,500
Average	36,396

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	57,952
2	57,000
3	55,500
4	52,600
5	(50,000)
6	46,116
7	46,000
8	36,000
9	35,100
10	34,000
11	32,000
12	28,682
Average	44,246

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	81,600
2	68,500
3	63,000
4	60,756
5	60,600
6	60,500
7	60,000
8	45,000
Average	62,495

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	59,000
2	57,000
3	55,570
4	47,648
5	45,500
6	44,650
7	43,284
8	42,000
Average	49,332

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	48,620
2	35,529
3	34,300
4	26,076
Average	36,131

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	60,375
2	51,800
3	48,000
4	46,176
5	40,740
6	39,966
7	36,876
8	36,696
9	32,380
10	30,000
11	28,952
12	27,000
Average	39,913

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	50,274
2	48,023
3	48,000
4	47,000
5	44,348
6	41,300
7	38,787
8	38,640
9	36,024
10	32,645
11	32,350
12	30,096
Average	40,624

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	65,720
2	50,400
3	46,000
4	41,700
5	39,872
6	37,750
7	37,200
8	37,000
9	36,470
10	30,000
11	29,813
12	26,800
Average	39,827

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	73,360
2	50,000
3	46,523
4	45,860
5	41,112
6	35,750
7	34,563
8	34,500
9	34,138
10	32,832
11	18,238
Average	40,625

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	84,756
2	80,000
3	76,925
4	61,578
5	59,099
6	54,810
7	48,000
8	40,000
9	32,566
Average	59,748

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	83,370
2	60,600
3	60,000
4	54,000
Average	64,493

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	78,980
2	59,000
3	42,000
4	33,200
Average	53,295

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	60,000
2	55,680
3	55,000
4	48,456
5	32,600
Average	50,347

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	61,000
2	56,000
3	50,712
4	47,500
5	47,068
6	43,200
7	42,309
8	39,300
9	34,500
Average	46,843

TABLE II (Continued)
—DENVER REGION—

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	55,390
2	53,500
3	41,748
4	33,476
5	28,855
6	27,584
7	25,000
Average	37,936

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	84,825
2	71,250
3	67,000
4	55,000
5	48,552
Average	65,325

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	56,700
2	56,044
3	52,138
4	47,300
5	46,800
6	41,450
7	(32,579)
8	30,250
Average	45,408

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	63,000
2	60,000
3	57,200
4	54,800
5	50,000
6	48,960
7	43,703
8	33,280
Average	51,368

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	62,500
2	52,193
3	39,300
4	37,500
5	36,120
6	35,368
7	34,000
8	33,570
9	25,956
Average	39,612

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	73,600
2	68,000
3	53,776
Average	65,125

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	76,464
2	75,015
3	63,000
4	55,812
Average	67,573

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	66,117
2	56,800
3	53,200
4	50,000
5	35,508
6	34,500
Average	49,354

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(66,000)
2	53,200
3	49,500
4	47,250
5	33,815
6	30,000
Average	46,628

DEANS:
AGRICULTURE

RANK	SALARY
1	74,268
2	73,200
3	66,600
4	61,160
5	61,000
Average	67,246

DEANS:
ARCHITECTURE

RANK	SALARY
1	80,000
2	74,970
3	60,120
4	(53,100)
Average	67,048

TABLE II (Continued)
—DENVER REGION—

DEANS: ARTS AND SCIENCES

RANK	SALARY
1	83,000
2	80,000
3	75,000
4	74,676
5	60,000
6	59,509
7	56,500
8	52,000
Average	67,586

DEANS: BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	104,000
2	93,039
3	92,727
4	74,904
5	70,000
6	67,600
7	66,000
8	63,988
9	59,500
10	57,000
11	51,200
Average	72,723

DEANS: CONTINUING EDUCATION

RANK	SALARY
1	70,036
2	60,000
3	56,600
4	55,440
5	46,260
6	45,700
7	44,687
8	43,678
9	42,840
10	32,407
Average	49,765

DEANS: EDUCATION

RANK	SALARY
1	80,504
2	80,000
3	73,680
4	70,500
5	64,400
6	61,000
7	58,200
8	57,500
9	56,000
10	52,500
11	51,200
Average	64,135

DEANS: ENGINEERING

RANK	SALARY
1	116,000
2	82,200
3	76,008
4	75,800
5	74,583
6	70,000
7	61,440
8	61,010
9	58,000
Average	75,005

DEANS: FINE ARTS

RANK	SALARY
1	55,636
2	54,000
3	(53,100)
4	52,600
5	51,000
Average	53,267

DEANS: GRADUATE

RANK	SALARY
1	84,500
2	73,517
3	70,000
4	66,696
5	(66,000)
6	65,000
7	56,400
8	55,410
9	53,200
Average	65,636

DEANS: HUMANITIES

RANK	SALARY
1	70,440
2	63,500
3	60,500
Average	64,813

DEANS: LAW

RANK	SALARY
1	125,333
2	100,000
3	88,560
4	85,000
5	73,436
6	70,000
Average	90,388

MEDICAL DEANS: NURSING

RANK	SALARY
1	74,044
2	61,000
3	59,500
4	58,170
Average	63,179

MEDICAL DEANS: PHARMACY

RANK	SALARY
1	86,265
2	63,000
3	63,000
4	52,300
Average	66,141

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	143,000
2	110,000
3	106,000
4	104,200
5	104,000
6	98,700
7	98,700
8	97,000
9	92,550
10	89,900
Average	104,405

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	95,400
2	93,200
3	87,000
4	85,000
5	84,300
6	84,000
7	83,625
8	73,628
Average	85,769

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	119,000
2	93,828
3	87,434
Average	100,087

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	84,165
2	75,225
3	73,500
4	69,060
5	67,663
6	65,000
7	61,014
8	59,000
9	58,000
10	57,200
11	53,600
Average	65,766

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	69,975
2	51,850
3	48,105
4	46,635
5	46,500
6	42,660
7	40,000
8	35,000
9	26,835
Average	45,284

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	86,720
2	85,130
3	75,600
4	73,776
5	69,240
6	63,250
7	56,750
8	56,350
9	53,578
10	51,500
11	51,250
12	49,935
13	43,439
14	41,795
Average	61,308

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	106,300
2	91,600
3	88,008
4	84,200
5	81,000
6	71,450
7	70,000
8	69,700
9	69,513
10	61,975
Average	79,375

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	66,500
2	64,500
3	58,850
4	57,000
5	55,297
6	49,500
7	48,300
8	47,000
9	46,746
Average	54,855

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK	SALARY
1	58,000
2	32,160
3	31,750
4	31,709
Average	38,405

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	54,700
2	44,800
3	42,597
4	39,421
Average	45,380

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	49,901
2	49,500
3	47,000
4	43,200
5	38,895
6	35,357
7	33,720
8	33,644
9	33,400
10	29,900
Average	39,452

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	56,173
2	44,000
3	43,140
4	43,100
5	36,000
Average	44,483

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	61,500
2	56,150
3	51,600
4	50,000
5	50,000
6	43,800
7	40,920
8	38,750
Average	49,090

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	50,661
2	48,097
3	38,675
4	34,350
5	32,657
6	32,220
7	31,700
8	26,500
9	25,452
10	22,418
Average	34,273

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	61,100
2	61,000
3	54,600
4	48,600
5	48,216
6	47,500
7	47,000
8	45,500
9	45,000
10	40,700
11	40,635
Average	49,077

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	91,000
2	(88,008)
3	85,800
4	81,554
5	78,600
6	75,765
7	72,000
8	67,000
9	66,525
10	64,155
11	62,000
Average	75,673

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	64,800
2	59,400
3	59,278
4	55,000
Average	59,620

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	53,937
2	53,581
3	42,500
4	35,716
5	34,000
6	32,900
7	27,648
8	25,375
Average	38,207

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	52,400
2	(50,076)
3	49,350
4	48,348
5	47,138
6	46,300
7	46,000
8	43,681
9	43,000
10	40,000
11	38,500
Average	45,890

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	58,832
2	52,646
3	52,150
4	(50,076)
5	48,387
6	46,700
7	44,700
8	40,000
9	38,855
10	37,350
Average	46,970

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	59,800
2	51,000
3	50,000
4	47,244
5	43,200
6	40,000
7	39,600
8	39,259
9	35,902
10	30,653
Average	43,666

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	76,600
2	59,750
3	58,320
4	56,700
5	54,500
6	52,100
7	48,456
8	37,000
9	30,600
Average	52,670

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	87,900
2	86,600
3	85,908
4	63,605
5	59,700
6	56,700
7	39,590
8	33,288
9	32,839
Average	60,681

OPERATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	75,000
2	75,000
3	58,695
Average	69,565

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	76,500
2	72,200
3	71,400
4	64,788
5	64,000
6	43,368
Average	65,376

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	58,500
2	52,188
3	51,577
4	50,100
5	48,510
6	36,250
Average	49,521

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	63,005
2	61,280
3	61,000
4	59,400
5	58,000
6	55,800
7	52,000
8	51,972
9	47,690
Average	56,683

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	51,096
2	46,300
3	44,050
4	43,920
5	40,000
6	39,818
7	38,700
8	30,006
9	28,949
Average	40,315

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	(88,008)
2	82,000
3	73,630
4	66,091
Average	77,432

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	72,610
2	62,000
3	54,750
4	54,000
5	51,200
6	48,000
7	45,995
8	43,680
9	43,439
10	39,500
11	34,008
Average	49,926

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	67,000
2	66,150
3	66,000
4	60,200
5	52,000
Average	62,270

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	78,600
2	78,000
3	67,500
4	62,700
Average	71,700

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,000
2	67,000
3	45,600
4	41,600
5	38,110
Average	56,462

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	59,850
2	54,500
3	53,000
4	50,700
5	48,500
6	38,750
7	36,000
8	34,632
Average	46,992

PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	82,000
2	77,604
3	44,000
Average	67,868

RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	89,300
2	83,640
3	(78,245)
Average	83,728

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	83,844
2	64,380
3	62,500
4	56,711
5	53,200
6	41,800
7	40,738
8	40,195
Average	55,421

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	62,600
2	56,710
3	55,533
4	49,000
5	46,000
6	41,300
7	39,502
Average	50,092

DEANS: AGRICULTURE

RANK	SALARY
1	93,540
2	88,400
3	86,000
4	83,000
Average	87,735

DEANS: ARCHITECTURE

RANK	SALARY
1	80,052
2	73,150
3	71,550
Average	74,917

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	98,884
2	94,500
3	85,764
4	80,000
5	80,000
6	74,962
7	74,416
8	71,650
9	64,859
Average	80,559

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	88,630
2	88,400
3	87,400
4	87,200
5	80,721
6	74,416
7	74,000
8	73,401
9	66,537
Average	80,078

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	76,500
2	72,916
3	72,275
4	64,400
5	57,093
6	54,500
Average	66,281

DEANS:
EDUCATION

RANK	SALARY
1	97,443
2	81,450
3	79,980
4	78,200
5	78,000
6	74,416
7	74,000
8	73,150
9	66,240
10	64,050
Average	76,693

DEANS:
ENGINEERING

RANK	SALARY
1	96,000
2	94,000
3	91,000
4	87,000
5	82,250
6	82,000
7	81,480
Average	87,676

DEANS:
FINE ARTS

RANK	SALARY
1	71,550
2	65,500
3	64,922
Average	67,324

DEANS:
GRADUATE

RANK	SALARY
1	81,924
2	76,209
3	72,129
4	63,000
5	60,929
6	60,873
7	57,000
Average	67,438

DEANS:
HOME ECONOMICS

RANK	SALARY
1	90,858
2	81,300
3	79,668
4	68,512
Average	80,085

DEANS:
JOURNALISM/COMMUNICATION

RANK	SALARY
1	81,280
2	77,500
3	67,725
Average	75,502

DEANS:
LAW

RANK	SALARY
1	105,200
2	91,050
3	84,000
Average	93,417

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The thirteen participating universities from these combined regions are as follows:

- City University of New York
  Graduate School and University Center
- New Jersey Institute of Technology
- State University of New York - Albany
- State University of New York - Binghamton
- State University of New York - Buffalo
- State University of New York -
  Environmental Science
- State University of New York - Stony Brook
- University of Connecticut
- University of Lowell
- University of Maine at Orono
- University of New Hampshire
- University of Rhode Island
- University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	144,450
2	127,000
3	115,000
4	115,000
5	115,000
6	115,000
7	110,000
8	105,500
9	97,002
10	96,813
11	90,800
12	90,000
Average	110,130

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	101,000
2	93,000
3	90,550
4	87,720
5	86,000
6	85,965
7	79,000
Average	89,034

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	117,500
2	115,000
3	110,000
4	93,000
5	92,449
6	85,965
7	85,097
Average	99,859

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	94,600
2	78,498
3	77,470
4	75,500
5	74,765
6	73,000
7	70,348
8	70,000
9	69,500
10	62,375
Average	74,606

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	66,234
2	65,000
3	64,296
4	64,085
5	60,507
6	(50,213)
7	48,655
8	47,229
9	47,000
10	43,100
11	38,823
12	36,010
Average	52,596

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	86,475
2	84,500
3	84,000
4	82,500
5	74,362
6	71,072
7	70,315

RANK	SALARY
8	68,355
9	67,186
10	65,355
11	60,410
12	55,974
13	55,100
14	49,140
15	38,420
Average	67,544

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	105,000
2	86,200
3	85,458
4	84,405
5	84,246
6	83,359
7	81,800
8	81,712
9	76,000
Average	85,353

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	76,500
2	70,153
3	66,000
4	61,500
5	60,485
6	55,000
7	50,022
Average	62,809

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	49,380
2	46,233
3	42,000
4	38,236
5	37,238
6	36,295
Average	41,564

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	74,765
2	62,730
3	61,947
4	36,030
Average	58,868

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	63,000
2	55,484
3	54,000
4	46,550
5	45,300
6	43,280
7	41,800
8	40,466
9	35,959
10	35,560
Average	46,140

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	59,197
2	55,200
3	55,000
4	54,397
5	49,441
6	49,304
7	43,950
8	41,500
Average	50,999

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	79,225
2	71,500
3	67,236
4	64,826
5	61,050
6	58,212
7	56,320
8	54,689
9	54,498
10	52,200
11	48,480
Average	60,749

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	51,000
2	50,685
3	46,403
4	42,751
5	39,300
6	38,593
7	28,059
Average	42,399

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	64,000
2	63,989
3	63,300
4	63,274
5	63,000
6	58,795
7	58,700
8	56,000
9	54,986
10	54,451
11	(50,213)
12	46,720
13	45,121
Average	57,119

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	89,640
2	85,357
3	82,000
4	81,090
5	74,788
6	68,693
7	65,185
8	64,228
Average	76,373

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	76,405
2	75,000
3	74,719
4	66,000
5	65,000
6	62,550
7	57,055
8	55,113
Average	66,480

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	51,631
2	39,638
3	38,807
4	19,663
Average	37,435

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	67,000
2	(66,300)
3	66,000
4	60,410
5	59,700
6	58,902
7	58,782
8	56,000
9	55,500
10	53,266
11	49,258
12	47,423
13	47,229
Average	57,367

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	59,042
2	58,810
3	57,709
4	56,492
5	54,001
6	53,517
7	52,308
8	52,000
9	49,097
10	48,274
11	46,206
12	38,488
Average	52,162

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	74,765
2	(66,300)
3	56,750
4	56,022
5	54,498
6	53,900
7	48,760
8	47,837
9	45,010
10	44,000
11	42,950
12	41,935
13	41,000
Average	51,825

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	73,000
2	58,795
3	57,500
4	52,162
5	51,734
6	51,329
7	51,240
8	50,897
9	(48,500)
10	45,000
11	37,626
12	32,136
Average	50,827

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	98,479
2	91,592
3	79,040
4	72,480
5	71,456
6	66,434
7	62,500
8	52,773
9	41,657
10	36,950
Average	67,336

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	96,867
2	89,297
3	89,000
4	84,246
5	83,359
6	81,800
7	75,993
8	74,900
Average	84,433

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	84,450
2	57,200
3	53,500
Average	65,050

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	77,175
2	76,600
3	72,100
4	65,100
5	59,950
6	58,000
7	51,844
8	50,850
9	50,170
10	42,000
11	39,042
12	35,304
Average	56,511

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	74,765
2	70,000
3	70,000
4	61,425
5	57,300
Average	66,698

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	75,000
2	73,451
3	71,200
4	68,700
5	60,331
6	58,795
7	57,154
8	52,000
9	49,953
10	49,100
11	48,900
Average	60,417

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	71,072
2	66,200
3	63,500
4	57,000
5	49,337
6	48,000
7	47,656
8	47,400
9	44,293
10	43,500
11	41,950
12	35,907
Average	51,318

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	79,400
2	79,364
3	77,000
4	70,000
5	70,000
Average	75,153

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	(86,200)
2	(84,357)
3	78,021
Average	82,859

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	74,765
2	70,000
3	59,382
4	59,309
5	57,000
6	55,000
7	52,300
8	50,870
9	48,749
10	46,458
11	41,150
Average	55,908

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	63,000
2	60,000
3	52,800
4	39,238
Average	53,760

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	85,000
2	82,500
3	66,030
Average	77,843

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	92,000
2	69,010
3	59,690
4	58,795
5	53,684
6	45,000
Average	63,030

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	64,000
2	58,609
3	44,000
4	43,359
5	42,377
6	38,000
7	37,500
8	35,356
9	29,400
Average	43,622

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	83,805
2	70,000
3	67,500
4	55,000
Average	69,076

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	83,357
2	81,000
3	80,000
4	71,403
5	60,700
Average	75,292

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	65,000
2	59,850
3	57,650
4	55,000
5	54,552
6	50,557
7	45,558
8	44,190
9	40,470
Average	52,536

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	82,688
2	74,662
3	64,000
4	60,576
5	55,500
6	53,856
7	53,500
8	53,162
9	52,210
10	48,800
11	44,467
12	44,201
13	35,360
Average	55,614

DEANS:
AGRICULTURE

RANK	SALARY
1	100,300
2	93,500
3	75,000
4	69,000
Average	84,450

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	103,816
2	85,000
3	79,550
4	72,000
Average	85,092

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	108,000
2	102,000
3	93,500
4	86,400
5	80,750
6	76,000
7	70,495
8	66,500
Average	85,456

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	79,241
2	70,000
3	68,500
4	64,000
5	58,274
6	58,170
7	57,022
8	55,003
9	51,100
Average	62,368

DEANS:
EDUCATION

RANK	SALARY
1	95,040
2	86,431
3	85,358
4	83,500
5	79,491
6	72,021
7	67,500
Average	81,334

DEANS:
ENGINEERING

RANK	SALARY
1	104,597
2	98,500
3	97,562
4	89,790
5	85,000
6	84,857
7	84,811
8	82,339
9	72,250
Average	88,856

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS:
GRADUATE

RANK	SALARY
1	101,173
2	98,700
3	79,996
4	74,000
5	72,000
6	70,000
7	70,000
8	67,250
9	63,000
Average	77,347

DEANS:
HEALTH-RELATED PROFESSIONS

RANK	SALARY
1	92,000
2	85,217
3	82,060
4	81,739
5	80,000
Average	84,203

DEANS:
SOCIAL WORK

RANK	SALARY
1	93,917
2	83,921
3	83,300
4	78,344
Average	84,871

DEANS:
UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	79,500
2	70,950
3	66,000
Average	72,150

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	128,000
2	103,629
3	92,114
Average	107,914

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	230,000
2	161,000
3	115,416
4	95,500
Average	150,479

MEDICAL DEANS:
NURSING

RANK	SALARY
1	86,357
2	80,000
3	79,165
4	77,000
5	74,000
6	67,500
Average	77,337

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	94,202
2	88,894
3	79,600
Average	87,565

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The twelve participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Temple University
University of Delaware
University of Maryland-Baltimore
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
    State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	154,000
2	136,148
3	136,148
4	136,148
5	115,503
6	114,000
7	113,000
8	109,100
9	94,600
10	79,275
Average	118,792

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	(121,000)
2	101,500
3	(97,000)
4	80,000
Average	99,875

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(121,000)
2	105,000
3	104,500
4	103,000
5	(97,000)
6	83,076
7	71,940
Average	97,931

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	85,900
2	84,426
3	78,850
4	76,320
5	72,657
6	71,600
7	68,300
8	68,000
9	57,200
10	51,462
11	46,750
Average	69,224

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	70,000
2	48,700
3	47,500
4	47,200
5	46,500
6	44,821
7	42,500
8	41,500
9	38,000
Average	47,413

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	93,500
2	92,400
3	82,000
4	81,863
5	70,500
6	70,000
7	69,600
8	68,900
9	67,000
10	66,000
11	60,000
12	58,630
13	52,380
14	49,101
15	45,576
16	43,892
Average	66,959

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	123,500
2	113,000
3	94,000
4	88,000
5	87,500
6	70,000
Average	96,000

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	72,422
2	70,200
3	66,700
4	65,900
5	62,460
6	61,000
7	59,000
8	58,644
9	56,272
10	50,520
11	44,295
12	43,600
Average	59,251

BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR

RANK	SALARY
1	92,000
2	69,600
3	60,000
4	54,718
5	44,200
6	42,800
7	38,208
8	37,274
9	35,000
Average	52,644

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	65,734
2	65,000
3	59,000
4	51,500
5	50,520
6	50,520
7	44,000
8	39,053
9	37,508
10	36,345
11	27,146
Average	47,848

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	70,000
2	66,500
3	63,700
4	61,700
5	59,300
6	55,231
7	43,600
8	42,513
9	39,648
Average	55,799

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	85,900
2	85,000
3	76,783
4	69,000
5	58,000
6	56,000
7	47,160
8	45,000
9	40,434
10	40,000
11	36,156
Average	58,130

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	48,500
2	46,560
3	45,040
4	36,064
5	35,368
6	28,523
7	27,085
8	25,903
9	23,398
Average	35,160

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	94,500
2	75,900
3	70,000
4	69,500
5	69,463
6	63,450
7	48,000
8	47,380
9	44,821
10	44,259
11	36,993
Average	60,388

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	88,000
2	86,100
3	85,000
4	82,150
5	74,000
6	67,747
7	66,944
8	57,054
9	44,000
Average	72,333

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	73,200
2	64,000
3	58,650
4	55,385
5	55,108
6	52,300
7	42,768
Average	57,344

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	82,600
2	67,250
3	51,300
4	47,915
5	32,989
6	32,377
7	26,508
Average	48,706

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	67,700
2	62,000
3	61,404
4	60,000
5	58,411
6	56,239
7	53,813
8	50,000
9	49,396
10	41,500
11	40,000
Average	54,588

TABLE II (Continued)

—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	63,000
2	62,485
3	60,350
4	53,750
5	47,500
6	45,700
7	45,200
8	41,000
9	34,000
Average	50,332

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	64,500
2	60,500
3	57,400
4	56,000
5	51,404
6	48,440
7	48,400
8	48,000
9	47,500
10	43,586
11	40,680
12	38,441
Average	50,404

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	57,900
2	51,500
3	51,140
4	46,908
5	43,500
6	42,483
7	42,280
8	39,347
9	37,450
10	35,467
11	35,000
12	33,948
Average	43,077

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	101,000
2	94,500
3	86,200
4	74,754
5	74,004
6	73,800
7	70,000
8	59,400
9	48,540
10	47,970
Average	73,017

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	105,000
2	102,000
3	100,000
4	97,000
5	90,000
6	70,500
7	69,213
Average	90,530

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	112,000
2	74,500
3	68,000
4	63,525
5	53,004
Average	74,206

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	84,000
2	72,500
3	68,650
4	68,500
5	67,000
6	64,500
7	62,500
8	51,459
9	43,404
10	35,000
Average	61,751

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	83,000
2	75,000
3	70,500
Average	76,167

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	72,912
2	71,700
3	64,151
4	53,000
5	51,222
6	46,140
7	43,000
8	39,451
9	38,678
Average	53,362

TABLE II (Continued)
—PHILADELPHIA REGION—

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	90,300
2	78,400
3	70,647
4	69,900
5	69,000
6	64,000
7	57,000
8	55,454
9	48,000
10	46,752
Average	64,945

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	76,650
2	69,300
3	65,300
4	62,250
5	61,763
6	48,884
7	44,975
8	43,800
9	36,201
10	27,264
11	19,817
Average	50,564

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	92,649
2	90,500
3	85,000
4	85,000
5	79,500
6	(79,100)
7	77,844
8	60,000
9	57,346
Average	78,549

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	66,300
2	57,224
3	47,256
Average	56,927

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	66,000
2	55,385
3	52,000
4	51,000
5	43,873
6	43,757
7	42,280
8	34,957
Average	48,657

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	81,000
2	78,000
3	71,000
Average	76,667

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	57,328
2	56,332
3	53,729
Average	55,796

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	110,000
2	103,000
3	95,000
4	(79,100)
Average	96,775

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,219
2	75,000
3	72,000
4	69,047
5	65,000
6	62,392
7	58,415
8	47,637
Average	67,464

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	50,000
2	47,610
3	45,000
4	43,188
5	35,000
6	30,000
Average	41,800

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	106,000
2	105,500
3	71,600
Average	94,367

TABLE II (Continued)
—PHILADELPHIA REGION—

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	(104,000)
2	88,700
3	82,658
4	63,860
Average	84,805

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	84,300
2	75,000
3	(72,708)
4	66,000
5	54,873
6	50,000
7	47,976
8	46,209
Average	62,133

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	80,500
2	72,000
3	59,545
4	58,800
5	54,250
6	50,000
7	49,700
8	48,500
9	45,000
10	44,500
11	41,592
Average	54,944

DEANS:
ARCHITECTURE

RANK	SALARY
1	90,800
2	83,100
3	78,200
Average	84,033

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	112,500
2	90,800
3	90,700
4	83,200
5	83,000
6	83,000
7	81,600
8	70,668
9	65,000
Average	84,496

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	125,000
2	110,000
3	110,000
4	100,200
5	99,500
6	97,000
7	73,000
8	70,000
9	66,002
Average	94,522

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	84,000
2	72,000
3	69,636
4	60,358
Average	71,499

DEANS:
EDUCATION

RANK	SALARY
1	105,500
2	92,300
3	86,000
4	80,150
5	80,000
6	79,000
7	66,000
8	63,966
9	61,585
Average	79,389

DEANS:
ENGINEERING

RANK	SALARY
1	125,000
2	114,500
3	108,400
4	82,780
5	82,560
6	82,500
7	81,042
8	68,000
Average	93,098

DEANS:
GRADUATE

RANK	SALARY
1	103,900
2	99,200
3	83,300
4	76,000
5	75,200
6	68,300
7	63,860
8	60,000
Average	78,720

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS: HEALTH/PHYSICAL EDUC/RECREATION

RANK	SALARY
1	85,800
2	77,665
3	64,500
4	59,112
Average	71,769

DEANS: HEALTH-RELATED PROFESSIONS

RANK	SALARY
1	79,576
2	72,000
3	62,980
Average	71,519

DEANS: HOME ECONOMICS

RANK	SALARY
1	91,200
2	85,000
3	67,400
4	62,980
Average	76,645

DEANS: JOURNALISM/ COMMUNICATION

RANK	SALARY
1	99,500
2	80,000
3	61,944
Average	80,481

DEANS: LAW

RANK	SALARY
1	122,500
2	120,000
3	105,500
4	85,728
5	82,500
Average	103,246

DEANS: SOCIAL WORK

RANK	SALARY
1	100,000
2	78,000
3	75,000
4	53,376
Average	76,594

MEDICAL DEANS: DENTISTRY

RANK	SALARY
1	125,000
2	105,300
3	100,000
4	91,224
Average	105,381

MEDICAL DEANS: MEDICINE

RANK	SALARY
1	210,000
2	185,000
3	185,000
4	151,221
5	72,948
Average	160,834

MEDICAL DEANS: NURSING

RANK	SALARY
1	107,500
2	87,500
3	83,972
4	71,285
5	60,624
Average	82,176

MEDICAL DEANS: PHARMACY

RANK	SALARY
1	107,500
2	91,887
3	66,396
4	42,000
Average	76,946

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The twelve participating universities from this region are as follows:

Arizona State University
California State University -
  Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California
University of California, Davis
University of California, Santa Barbara
University of California, Santa Cruz
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	142,500
2	127,000
3	125,000
4	124,000
5	123,500
6	123,500
7	120,200
8	108,500
9	106,958
10	105,476
11	95,000
Average	118,330

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	(122,000)
2	(111,500)
3	110,000
4	108,200
5	108,000
6	(107,500)
7	93,500
8	90,732
9	89,165
10	82,000
Average	102,260

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(111,500)
2	(107,500)
3	95,004
4	89,250
Average	100,814

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	96,100
2	91,500
3	89,000
4	85,000
5	82,500
6	80,171
7	79,188
8	70,392
9	70,000
10	69,061
11	63,500
12	58,217
Average	77,886

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	76,200
2	70,113
3	66,620
4	65,000
5	60,800
6	56,052
7	53,530
8	46,156
9	44,520
10	44,100
11	44,001
12	42,540
Average	55,803

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	89,100
2	77,500
3	76,934
4	75,300
5	74,646
6	74,200
7	71,872
8	71,295
9	67,150
10	57,528
11	56,764
12	54,381
13	53,880
Average	69,273

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(113,800)
2	104,300
3	(104,300)
4	89,500
5	88,457
6	88,115
7	(82,980)
8	79,000
9	75,000
Average	91,717

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	87,700
2	75,800
3	73,645
4	70,625
5	69,218
6	67,568
7	60,000
8	50,000
Average	69,320

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	76,704
2	75,600
3	73,983
4	69,335
Average	73,906

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	65,490
2	62,109
3	60,962
4	54,925
5	54,600
6	49,300
7	48,778
8	44,676
9	42,729
Average	53,730

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	77,326
2	73,486
3	68,500
4	63,591
5	55,000
6	40,908
Average	63,135

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	75,115
2	75,000
3	72,732
4	69,011
5	69,000
6	67,200
7	53,316
8	52,100
9	48,500
10	40,184
11	32,847
Average	59,546

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	58,490
2	56,875
3	49,300
4	41,576
5	39,755
6	37,010
7	30,029
Average	44,719

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	96,800
2	83,000
3	72,360
4	72,000
5	71,808
6	71,173
7	69,840
8	65,119
9	56,880
10	55,000
11	54,075
12	47,858
Average	67,993

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	110,100
2	90,000
3	89,499
4	89,256
5	89,000
6	86,900
7	85,500
8	81,200
9	81,096
10	80,000
11	76,500
Average	87,186

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	79,264
2	76,300
3	70,000
4	69,400
5	64,417
6	63,000
7	55,020
8	48,302
Average	65,713

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	69,800
2	55,870
3	49,319
4	46,030
5	45,084
6	37,862
Average	50,661

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(75,480)
2	(69,310)
3	69,177
4	68,385
5	66,378
6	65,880
7	65,672
8	65,004
9	64,200
10	58,382
11	(55,311)
12	40,992
Average	63,681

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	(75,480)
2	73,011
3	(69,310)
4	67,289
5	63,668
6	58,700
7	58,011
8	48,960
9	47,332
10	46,296
11	44,264
12	37,140
Average	57,455

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	71,775
2	67,443
3	63,389
4	62,130
5	60,800
6	58,439
7	53,616
8	51,612
9	51,373
10	44,552
11	39,117
12	38,589
Average	55,236

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	72,000
2	67,575
3	64,363
4	58,000
5	57,258
6	53,611
7	48,826
8	48,301
9	46,944
10	44,362
11	44,200
12	30,797
Average	53,020

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	112,522
2	99,674
3	97,737
4	89,231
5	84,000
6	83,408
7	75,834
8	73,116
9	55,788
10	28,496
Average	79,981

OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	122,600
2	(122,000)
3	87,500
Average	110,700

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(113,800)
2	100,000
3	95,600
4	93,312
Average	100,678

OPERATIONS OFFICERS: VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	96,000
2	92,000
3	91,000
4	81,657
Average	90,164

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	91,452
2	84,499
3	82,122
4	57,857
Average	78,983

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	(85,284)
2	78,800
3	73,200
4	65,000
5	64,625
6	58,043
7	58,000
8	53,500
9	44,025
Average	64,497

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	94,300
2	78,898
3	77,600
Average	83,599

TABLE II (Continued)
—SAN FRANCISCO REGION—

OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	84,705
2	66,300
3	66,068
4	65,300
5	65,112
6	64,862
7	62,500
8	55,439
9	55,344
10	55,000
Average	64,063

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	78,917
2	78,000
3	77,600
4	74,488
5	66,300
6	65,700
7	56,450
8	55,439
9	52,008
10	43,620
Average	64,852

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	79,052
2	66,191
3	63,991
4	60,000
5	59,724
6	57,716
7	54,334
8	49,440
9	46,194
10	45,775
11	39,924
Average	56,576

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	105,900
2	(103,600)
3	92,800
4	92,200
5	86,200
6	82,818
Average	93,920

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	88,541
2	(85,284)
3	(76,500)
4	52,785
Average	75,778

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	83,500
2	72,468
3	71,940
4	68,544
5	60,177
6	54,822
7	52,046
8	49,608
9	48,000
10	45,522
Average	60,663

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	69,000
2	56,231
3	48,000
4	36,640
Average	52,468

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(103,600)
2	82,425
3	(76,500)
Average	87,508

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	88,600
2	78,266
3	70,392
4	68,300
5	65,004
6	54,434
7	44,000
Average	66,999

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	101,552
2	67,616
3	66,814
4	60,087
5	58,000
6	54,020
7	54,018

(Continued)

TABLE II (Continued)
—SAN FRANCISCO REGION—

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
8	50,180
9	42,552
10	38,688
Average	59,353

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	102,500
2	99,200
3	88,313
4	80,000
5	75,242
Average	89,051

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	74,779
2	66,720
3	65,268
4	59,257
5	57,470
6	49,900
Average	62,232

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	63,996
2	62,959
3	59,400
4	58,275
5	57,540
6	56,490
7	48,000
8	40,159
Average	55,852

DEANS:
AGRICULTURE

RANK	SALARY
1	113,800
2	99,000
3	82,032
4	78,384
Average	93,304

DEANS:
ARCHITECTURE

RANK	SALARY
1	95,030
2	90,200
3	84,000
4	76,620
Average	86,463

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	(107,000)
2	78,924
3	78,010
4	75,528
5	74,000
Average	82,692

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	(107,000)
2	98,700
3	72,821
4	69,554
Average	87,019

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	107,170
2	99,600
3	97,300
4	80,028
5	80,000
6	77,796
7	77,000
8	75,760
9	73,973
Average	85,403

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	85,300
2	78,351
3	71,640
4	68,124
5	68,000
6	66,647
7	65,053
8	63,700
9	62,400
10	52,780
Average	68,200

DEANS:
EDUCATION

RANK	SALARY
1	102,500
2	102,400
3	90,711
4	86,208
5	86,200
6	78,924
7	73,540
8	72,500
9	70,461
10	67,074
Average	83,052

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS:
ENGINEERING

RANK	SALARY
1	115,400
2	113,000
3	107,400
4	106,300
5	100,000
6	89,020
7	81,924
8	81,276
9	77,102
10	76,577
11	75,435
Average	93,039

DEANS:
FINE ARTS

RANK	SALARY
1	(107,000)
2	91,096
3	86,700
4	75,320
5	59,500
Average	83,923

DEANS:
GRADUATE

RANK	SALARY
1	109,300
2	102,500
3	80,274
4	80,256
5	79,620
6	79,600
7	79,080
8	70,000
9	61,873
Average	82,500

DEANS:
HEALTH-RELATED PROFESSIONS

RANK	SALARY
1	117,300
2	81,924
3	78,250
4	74,575
5	73,900
Average	85,190

DEANS:
HUMANITIES

RANK	SALARY
1	90,000
2	87,400
3	75,852
Average	84,417

DEANS:
LAW

RANK	SALARY
1	130,700
2	110,777
3	86,076
4	85,000
Average	103,138

DEANS:
SCIENCE

RANK	SALARY
1	95,000
2	78,396
3	76,577
4	(76,500)
Average	81,618

DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	90,000
2	79,188
3	71,619
4	69,900
Average	77,677

DEANS:
SOCIAL WORK

RANK	SALARY
1	87,900
2	83,148
3	81,869
Average	84,306

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	200,000
2	181,700
3	119,391
4	84,816
Average	146,477

MEDICAL DEANS:
NURSING

RANK	SALARY
1	82,527
2	81,000
3	75,468
4	51,500
Average	72,624

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The seven participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	99,500
2	92,100
3	92,100
4	92,100
5	91,603
6	81,432
7	75,504
Average	89,191

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR

RANK	SALARY
1	90,000
2	88,462
3	74,020
4	72,000
5	68,994
Average	78,695

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	74,422
2	70,650
3	68,460
4	62,995
5	62,700
6	56,251
7	50,024
Average	63,643

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	(58,448)
2	50,400
3	42,996
4	40,608
5	39,945
6	33,862
7	31,820
Average	42,583

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	69,073
2	65,340
3	62,858
4	59,072
5	57,211
6	54,372
7	52,333
Average	60,037

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	84,898
2	76,860
3	74,020
4	73,980
5	73,980
6	(69,680)
7	56,657
Average	72,868

BUSINESS/FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	60,375
2	53,181
3	46,030
Average	53,195

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	(70,882)
2	60,660
3	57,372
4	53,340
5	47,528
6	46,980
Average	56,127

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

RANK	SALARY
1	55,718
2	38,712
3	35,712
4	35,016
5	34,882
6	32,388
Average	38,738

BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	45,372
2	38,393
3	35,712
4	35,076
5	31,262
Average	37,163

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	69,660
2	64,512
3	57,866
4	57,324
5	46,559
6	46,374
7	44,221
Average	55,217

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL

RANK	SALARY
1	44,017
2	31,591
3	30,852
4	30,852
5	25,368
Average	32,536

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	(58,448)
2	49,296
3	49,200
4	41,388
5	40,260
6	40,016
7	34,029
Average	44,662

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS

RANK	SALARY
1	75,899
2	72,975
3	69,660
4	65,062
Average	70,899

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,149
2	56,118
3	49,080
4	47,293
5	45,036
Average	52,735

STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	65,592
2	57,108
3	43,711
Average	55,470

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(65,291)
2	(61,116)
3	58,000
4	56,119
5	(51,198)
6	46,464
7	33,549
Average	53,105

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	(65,291)
2	(61,116)
3	55,231
4	(51,198)
5	50,649
6	46,524
7	45,906
Average	53,702

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	51,972
2	44,004
3	44,000
4	43,404
5	43,347
6	42,264
7	40,048
Average	44,148

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	51,576
2	48,440
3	43,734
4	38,626
5	29,016
Average	42,278

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	71,874
2	70,836
3	65,959
4	65,647
5	65,556
6	64,418
7	56,056
Average	65,764

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	58,255
2	51,744
3	50,077
Average	53,359

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	54,912
2	54,075
3	50,130
4	46,608
Average	51,431

TABLE II (Continued)

—SEATTLE REGION—

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	49,749
2	42,783
3	38,004
Average	43,512

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	63,462
2	59,893
3	58,308
4	50,328
5	49,987
6	39,420
7	38,667
Average	51,438

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	50,045
2	47,141
3	44,233
4	38,148
5	35,712
6	33,904
Average	41,531

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	52,423
2	51,420
3	(51,064)
4	46,608
5	39,714
6	35,714
Average	46,157

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	59,844
2	46,368
3	45,465
Average	50,559

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	63,863
2	55,840
3	55,099
4	(51,064)
Average	56,467

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	53,432
2	52,994
3	44,868
4	34,008
5	32,520
6	31,657
Average	41,580

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	82,464
2	75,013
3	72,724
4	62,306
Average	73,127

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	92,885
2	83,475
3	78,592
Average	84,984

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	(70,882)
2	57,504
3	55,764
4	52,500
5	41,388
6	40,830
Average	53,145

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	56,804
2	49,987
3	44,928
4	43,800
5	39,832
Average	47,070

DEANS:
AGRICULTURE

RANK	SALARY
1	86,004
2	85,030
3	84,194
4	73,331
Average	82,140

TABLE II (Continued)
—SEATTLE REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	84,017
2	74,484
3	74,392
4	64,477
5	58,926
Average	71,259

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	85,909
2	85,755
3	82,092
4	75,117
5	74,736
6	66,545
7	66,414
Average	76,653

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	65,499
2	58,452
3	45,531
Average	56,494

DEANS:
EDUCATION

RANK	SALARY
1	75,407
2	(74,250)
3	73,272
4	72,363
5	65,472
6	62,911
7	56,077
Average	68,536

DEANS:
ENGINEERING

RANK	SALARY
1	90,204
2	87,637
3	83,376
4	76,080
5	71,410
6	57,200
Average	77,651

DEANS:
GRADUATE

RANK	SALARY
1	83,475
2	80,304
3	73,044
4	66,300
5	53,477
Average	71,320

DEANS:
HEALTH/PHYSICAL EDUC/RECREATION

RANK	SALARY
1	74,172
2	72,794
3	63,624
Average	70,197

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	81,375
2	75,504
3	74,547
Average	77,142

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-FOUR UNIVERSITY SYSTEMS IN TWENTY-EIGHT STATES

This table summarizes the data for thirty-four university systems in twenty-eight states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
City University of New York
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Rutgers State University of New Jersey
Southern Illinois University
State University System of Florida
State University of New York System
State University and Community College System of Tennessee
Texas A & M University System
University of Alabama System
University of Alaska Statewide System of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER: PRESIDENT/CHANCELLOR

RANK	SALARY
1	214,500
2	165,000
3	162,500
4	150,000
5	145,000
6	141,984
7	140,000
8	135,000
9	135,000
10	132,710
11	131,376
12	128,987
13	128,532
14	125,650
15	120,000
16	115,000
17	115,000
18	113,500
19	112,000
20	111,900
21	111,120
22	110,000
23	108,396
24	107,100
25	105,100
26	105,000
27	97,049
28	95,141
29	95,000
30	94,536
31	88,000
32	86,996
33	73,300
34	63,036
Average	119,512

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ CHANCELLOR

RANK	SALARY
1	139,300
2	124,850
3	119,057
4	115,008
5	115,000
6	114,750
7	110,656
8	107,230
9	107,000
10	101,850
11	100,500
12	(98,000)
13	97,020
14	96,155
15	95,000
16	91,783
17	89,500
18	86,152
19	85,002
20	83,730
21	82,215
22	80,000
23	78,517
24	(76,674)
25	76,548
26	75,120
27	73,835
28	64,000
Average	95,873

ACADEMIC OFFICERS: ASSOCIATE VICE PRES/ CHANCELLOR

RANK	SALARY
1	116,600
2	88,620
3	84,246
4	81,528
5	78,468
6	70,895
7	70,500
8	68,214
9	58,981
10	57,120
11	51,600
Average	75,161

ACADEMIC OFFICERS: ASSISTANT VICE PRES/ CHANCELLOR

RANK	SALARY
1	106,600
2	84,246
3	75,384
4	64,100
5	62,292
6	59,053
7	53,530
8	48,045
Average	69,156

ACADEMIC OFFICERS: DIRECTOR

RANK	SALARY
1	92,200
2	83,916
3	80,909
4	80,000
5	71,724
6	50,110
7	45,747
Average	72,087

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS: EXECUTIVE VICE PRES/ CHANCELLOR

RANK	SALARY
1	139,300
2	125,000
3	115,008
4	112,238
5	103,270
6	(98,300)
7	(98,000)
8	95,000
9	93,000
10	89,500
11	87,600
12	85,859
13	85,413
14	82,440
15	(76,674)
16	52,000
Average	96,163

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT/CHANCELLOR

RANK	SALARY
1	99,800
2	(98,300)
3	87,318
4	84,246
5	78,000
6	73,450
7	66,852
8	65,982
Average	81,744

OPERATIONS OFFICERS: ASSOC VICE PRESIDENT/ CHANCELLOR

RANK	SALARY
1	98,600
2	84,246
3	81,500
4	75,250
5	66,092
6	60,946
7	58,916
Average	75,079

OPERATIONS OFFICERS: EXECUTIVE ASSISTANT/ ASST TO THE PRES

RANK	SALARY
1	88,000
2	(85,000)
3	78,074
4	77,066
5	76,685
6	76,363
7	72,750
8	65,000
9	64,176
10	63,615
11	59,500
12	57,240
13	52,700
14	51,360
15	(51,000)
16	51,000
17	49,073
18	44,940
19	34,737
Average	63,067

OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	142,900
2	110,656
3	100,700
4	95,000
5	93,600
6	88,700
7	(88,630)
8	87,725
9	87,500
10	86,100
11	84,038
12	83,230
13	81,500
14	77,110
15	(74,600)
16	73,636
17	73,459
18	69,300
19	68,160
20	63,410
21	62,370
22	60,946
23	60,274
24	59,547
25	56,560
26	53,361
27	51,600
28	48,500
Average	77,968

OPERATIONS OFFICERS: DIRECTOR OF INSTITUTIONAL RES

RANK	SALARY
1	84,780
2	84,246
3	77,806
4	77,281

(Continued)

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

(Continued)

OPERATIONS OFFICERS: DIRECTOR OF INSTITUTIONAL RES

RANK	SALARY
5	(73,900)
6	73,582
7	70,895
8	(61,750)
9	61,500
10	55,620
11	55,037
12	53,707
13	53,000
14	43,260
15	42,780
16	42,221
17	41,392
18	39,480
19	35,951
20	31,464
Average	57,983

OPERATIONS OFFICERS: SECRETARY TO THE BOARD

RANK	SALARY
1	98,600
2	(88,630)
3	(85,000)
4	84,600
5	82,400
6	77,400
7	72,416
8	67,662
9	60,437
10	59,020
11	56,700
12	56,624
13	52,500
14	49,654
15	45,094
16	42,602
17	40,000
18	38,352
19	38,226
20	34,380
21	28,900
22	22,793
Average	58,272

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

RANK	SALARY
1	125,100
2	123,650
3	115,000
4	114,000
5	(111,500)
6	110,656
7	109,200
8	102,300
9	100,700
10	100,000
11	99,775
12	97,200
13	95,000
14	91,800
15	89,856
16	87,500
17	86,152
18	86,032
19	(85,000)
20	83,219
21	(82,980)
22	82,440
23	82,215
24	81,000
25	79,000
26	77,002
27	76,807
28	75,744
29	70,000
30	58,500
Average	92,644

FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR

RANK	SALARY
1	93,000
2	87,725
3	84,246
4	80,480
5	69,000
6	67,797
7	67,500
8	65,460
9	63,900
10	60,672
11	60,059
Average	72,713

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR

RANK	SALARY
1	104,800
2	89,000
3	87,000
4	82,561
5	72,003
6	71,020
7	65,000
8	(61,750)
9	59,134
10	55,584
11	50,460
12	43,329
13	40,500
Average	67,857

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	88,776
2	82,688
3	82,390
4	82,000
5	80,480
6	75,000
7	72,800
8	72,732
9	62,880
10	62,424
11	62,000
12	60,691
13	59,000
14	58,200
15	57,700
16	(55,300)
17	50,613
18	48,573
19	38,415
20	32,000
21	31,312
Average	62,665

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	97,200
2	80,832
3	72,816
4	72,000
5	57,648
6	48,500
7	38,850
8	30,500
Average	62,293

FINANCE AND BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	86,000
2	82,688
3	75,700
4	72,424
5	72,000
6	67,500
7	67,212
8	67,049
9	64,790
10	63,300
11	58,200
12	58,088
13	57,840
14	57,620
15	55,000
16	51,900
17	50,000
18	47,850
Average	64,176

FINANCE AND BUSINESS OFFICERS: AUDITOR

RANK	SALARY
1	84,000
2	82,688
3	78,000
4	74,000
5	72,185
6	72,000
7	66,000
8	64,415
9	63,900
10	(61,750)
11	60,696
12	60,400
13	59,849
14	59,300
15	55,527
16	55,000
17	52,128
18	51,175
19	50,000
20	48,800
21	47,400
22	44,988
23	44,900
24	43,260
25	35,200
26	28,500
Average	58,310

FINANCE AND BUSINESS OFFICERS: TREASURER

RANK	SALARY
1	164,300
2	91,000
3	84,824
4	74,095
5	72,816
6	71,218
7	67,690
8	67,500
9	64,445
10	59,800
11	55,940
12	50,160
Average	76,982

FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	110,656
2	82,500
3	82,000
4	75,950
5	73,357

(Continued)

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

(Continued)

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
6	72,816
7	72,360
8	66,400
9	65,800
10	(62,800)
11	61,714
12	59,850
13	55,860
14	51,597
15	49,665
16	46,350
17	40,750
18	37,944
Average	64,909

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	101,600
2	97,000
3	95,000
4	94,925
5	90,000
6	88,695
7	(85,000)
8	84,893
9	81,500
10	78,132
11	60,946
12	50,100
Average	83,983

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	93,288
2	82,700
3	71,735
4	69,230
5	65,000
6	62,743
7	60,000
8	59,000
9	59,000
10	58,194
11	56,800
12	55,330
13	52,000
14	49,477
15	46,592
16	42,800
17	42,360
Average	60,368

PUBLIC RELATIONS OFFICERS-LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	109,750
2	95,500
3	93,000
4	93,000
5	91,420
6	87,725
7	76,500
8	68,810
9	51,040
10	50,100
Average	81,685

PUBLIC RELATIONS OFFICERS-LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	94,476
2	91,500
3	86,000
4	79,500
5	75,850
6	74,970
7	70,000
8	62,000
9	60,946
10	60,000
11	58,418
12	57,809
13	57,000
14	56,712
15	37,000
Average	68,145

PUBLIC RELATIONS OFFICERS-DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	105,640
2	(101,850)
3	94,800
4	90,000
5	77,497
6	74,666
7	62,946
Average	86,771

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	111,000
2	103,000
3	92,000
4	91,000
5	87,500
6	85,221
7	82,056
8	76,456
9	76,300
10	63,201
11	62,712
12	58,000
Average	82,371

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	85,500
2	82,700
3	81,000
4	78,750
5	78,150
6	72,843
7	62,880
8	60,012
Average	75,229

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	98,432
2	85,950
3	75,000
4	67,843
5	60,600
6	46,422
Average	72,375

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	80,850
2	75,000
3	65,784
4	65,749
5	63,835
6	63,000
7	61,300
8	60,600
9	59,262
10	59,000
11	46,160
12	45,000
13	42,205
Average	60,596